

EOC Staff Report – August 2025

A. Commissioner update

- ✦ 9 Commissioners

B. Follow up and/or inquiries from last meeting

1. Regarding partnering with OEI Advisory, there is no update due to lack of quorum with OEI Advisory in July 2025.
2. Any questions regarding Theola Carter, Manager of Policy and Program Improvement's presentation from June 2025? To contact her: Monday-Friday 7:45 AM-4:30 PM, carter.theola@danecounty.gov.
3. Regarding cross-filing pertaining to other jurisdictions - there could be a situation but unsure. Cross-filing is up to the complainant. If it is a County employee, upon hiring, they are informed about the complaint process.
4. Regarding Affirmative Action pertaining to Equity Plans and outcome impact - this information is reviewed at least quarterly.
5. Regarding hiring pertaining to Equity Plans - each department is responsible for completing the plans and this information is reviewed at least quarterly. Hiring Justification Forms are requested from the department when positions are under parity.
6. Regarding relaying messages when out in the community – A commissioner may share information about EOC to encourage involvement. Additionally, regarding community events, information should be shared as a community member (citizen) vs. on behalf of the EOC to avoid conflicts. If this changes, the EOC will be informed. To clarify if you are sharing information as a community member (citizen), you can use email/listservs, to disseminate information.
7. Regarding relaying messages pertaining to reverse discrimination – including educating, helping to understand supporting, not engaging et al, the focus should be kept on promoting the commitment of Dane County regarding “employment and county contracting for groups that have been historically excluded from the workforce and contracting”.
8. For inquiries pertaining to disabilities assistance within Dane County – Contact Ellen Derge – American with Disabilities Act (ADA) Coordinator: Monday – Thursday 7:45 AM-4:30 PM, derge.ellen@danecounty.gov. You can set up an appointment via email with her to discuss concerns.

C. Current Complaints and Resolutions

- ✦ Public Health Madison and Dane County (PHMDC) – 1 complaint – closed, no

discrimination or disparate treatment; also filed with another jurisdiction