

## Tamara D. Grigsby Office for Equity and Inclusion – Staff Report – May 2023

EOC - Currently 9 Commissioners

### A. 15.12 EQUAL OPPORTUNITY COMMISSION

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(1) As used in this section:

(a) *Commission* means the equal opportunity commission. (b) *Director* means the director of the office of equal opportunity or her or his designee. (2) The commission shall consist of nine members. In making her or his appointments, the county executive shall give due consideration to a membership which reflects the gender, racial and ethnic characteristics of the Dane County community, including representatives of people with disabilities. At least two members shall be county supervisors.

No more than one member shall be a Dane County employee.

(3) Commission members shall serve staggered three year terms.

(4) *Transitional provision.* Notwithstanding sub. (3), the county executive shall designate the initial terms of appointees so that three terms expire in each of the first two years and three in the third year.

Appointments for unexpired terms shall be for the balance of the term only.

(5) The director shall be responsible for the preparation and submission of recommendations for an effective affirmative action plan to the commission and ultimately to the county board and county executive. The director shall provide the commission and its advisory committees with such staff assistance as may be required to carry out its functions. (6) The commission shall advise the county executive and county board on ways in which county government can affirmatively create equal opportunity for the county's diverse citizenry, including county employees. This includes policy advice and oversight of the county's efforts to provide equal opportunity pursuant to chapter 19, which commits the county to take affirmative action to provide opportunities in employment and county contracting for groups that have been historically excluded from the county's workforce and contracting. The commission shall also advise and assist the county executive, county board, and county staff to promote full participation of traditionally underrepresented populations in broader community life, including opportunities related to employment throughout the Dane County economy, housing, recreation, economic development, and the social and political life of the community. The commission may initiate special projects to enhance opportunities for traditionally excluded groups; collaborate with a wide range of individuals and organizations in the county to provide positive means of engaging the community in equal opportunities; and design initiatives and support existing efforts to increase cooperation and enhance understanding among diverse populations. The commission shall also serve as a resource for county government on matters pertaining to the county's diverse population.

[History: (4) am., OA 8, 1985-86, adopted 10/17/85; (1) am., OA 6, 1986-87, adopted 08/21/86; (1) and (5) am. and (6) cr., Sub. 1 to OA 46, 1993-94, pub. 05/16/94; (1) and (5) am., OA 36, 1995-96, pub. 01/16/96; 15.12 am., OA 17, 1999-2000, pub. 12/14/99; (7) rescinded, Sub. 1 to 2017 OA-51, pub. 04/24/18.]

**B. Excerpt of Affirmative Action Plan; G. Equal Opportunity Commission**  
**G. EQUAL OPPORTUNITY COMMISSION**

It shall be the duty and responsibility of the Commission to ensure Dane County Ordinances, Chapters 19 and all other applicable federal, state and county EEO/AA statutes, ordinances, executive orders, regulations, policies and procedures within its areas of responsibility are implemented. These duties and responsibilities shall be reflected through policies, procedures and programs developed under Chapter 15.12 of the Dane County Ordinances. The Commission activities shall include, but is not limited to, the following:

1. Act as an advisory body to the County Executive, Director of the Office for Equity and Inclusion, and the Dane County Board of Supervisors and by making recommendations on EEO/AA issues, plans, policies, procedures, problems and programs as necessary.
2. The Commission may initiate special projects to enhance opportunities for traditionally excluded groups; collaborate with a wide range of individuals and organizations in the county to promote positive means of engaging the community in equal opportunities; design initiatives and support existing efforts to increase cooperation and enhance understanding among diverse populations.
3. Work closely with the Office for Equity and Inclusion Director in monitoring EEO/AA plans, policies, problems, procedures and programs.
4. Advise the Office for Equity and Inclusion in gathering information and developing specific plans, procedures and programs to meet EEO/AA objectives.
5. Advise the Office for Equity and Inclusion Director on development and maintenance of an EEO/AA plan.
6. The selection, tenure and removal of the members of the commission will be as stated in Dane County Ordinance, Chapter 15.12 of the Dane County Ordinances and ex-officio members may be appointed as set forth in Dane County Ordinances, Chapter 19, Section 19.06 (1) (a).

**C. Current Complaints and Resolutions**

Airport = 2 -- 1 individual, 1 departmental

Human Services = 2 -- 1 is pending; 1 finalized, mediation completed