



# Dane County

## Minutes - Draft

### Equal Opportunity Commission

*Consider:*

*Who benefits? Who is burdened?*

*Who does not have a voice at the table?*

*How can policymakers mitigate unintended consequences?*

---

Tuesday, February 13, 2024

5:30 PM

Hybrid Meeting: Attend in person at the City County Building in Room 356; attend virtually via Zoom.

---

See below for additional instructions on how to attend the meeting and provide public testimony.

#### A. Call To Order

*The meeting was called to order at 5:48PM due to technical difficulties.*

**Present** 6 - SAMUEL KATZ, ANNIE WEATHERBY-FLOWERS, APRIL KIGEYA, Chair DANA PELLEBON, Supervisor RICK ROSE, and SHIA FISHER

**Absent** 2 - SERGIO HERNANDEZ, and CHELSEY TUBBS

#### B. Public Comment on Items not on the Agenda

*None*

#### C. Consideration of Minutes

[2023](#)  
[MIN-503](#)

EOC Minutes 01-30-24

**Attachments:** [2023 MIN-503](#)

A motion was made by WEATHERBY-FLOWERS, seconded by KIGEYA, that the minutes be approved. The motion carried by a voice vote

#### D. Action Items

*None*

#### E. Presentations

*Henry Vilas Zoo representative unable to attend, the staff report provided additional information.*

#### F. Reports to Committee

## 1. Chair's Report

*Chair PELLEBON gave updates discussing OEI Advisory Committee attending Racial Equity & Social Justice (RESJ) meeting, the next meeting will be March 15, 2024. Updating Equity Plans and resolution were discussed.*

*Chair PELLEBON asked WEATHERBY-FLOWERS to assist with updating documents and information pertaining to language. Staff will assist as well.*

## 2. Vice Chair's Report

*Vice-Chair FISHER discussed experience with hybrid meetings, wants them to be successful. Discussed recommendations, and working with OEI Advisory to work in tandem. Discussion on budgetary reports from OEI, zoo recommendations, and equity plans. Discussion on accessibility on future agenda. Discussion ensued on goals, ordinances, procedural, demographics. Discussion on racial equity analysis including hiring practices with policies and procedures.*

**A motion was made by FISHER, seconded by WEATHERBY-FLOWERS, to add items discussed to future agenda.**

**Motion rescinded as actions are already being completed as such.**

[2023  
RPT-511](#)

Vice-Chair Report

**Attachments:** [2023 RPT-511](#)

## 3. EOC Staff Report

[2023  
RPT-512](#)

EOC Staff Report FEBRUARY/2024

**Attachments:** [2023 RPT-512](#)

## 4. 2023 Henry Vilas Zoo Workplace Plan - 9/22/23 (most recent)

*EOC would like HVZ representative to attend March 12, 2024, EOC meeting, to discuss attachments shared and its overall progress.*

[2023  
RPT-434](#)

Henry Vilas Zoo Workplace Plan

**Attachments:** [2023 RPT-434](#)

[2023  
RPT-510](#)

SP-2c Henry Vilas Zoo Strategic Plan 1 - Pager

**Attachments:** [2023 RPT-510](#)

[2023](#)  
[RPT-509](#) S-4 Staff Retention 2024

Attachments: [2023 RPT-509](#)

[2023](#)  
[RPT-508](#) GI-6 Mission Statement

Attachments: [2023 RPT-508](#)

[2023](#)  
[RPT-263](#) About niNA Collective

Attachments: [2023 RPT-263](#)

## **G. Future Meeting Items and Dates**

*Next EOC Hybrid meeting - Tuesday, March 12, 2024 at 5:30pm*

## **H. Such Other Business as Allowed by Law**

## **I. Adjourn**

*Meeting adjourned at 6:50pm*

*Minutes respectively submitted by Reyna Vasquez, pending EOC approval.*