



MAC/WIC PEER SUPPORT PROGRAM

WOMEN'S INITIATIVES COMMITTEE

Host Annual Take Our Children to Work Day

Created lactation APM & advocated for the expansion of comfort rooms

Provided educational forums on Paid Parental Leave and advocated for it's implementation

Successfully requested domestic violence service awareness posters be placed in all Library bathroom stalls

MULTICULTURAL AFFAIR COMMITTEE

The City of Madison established the Minority Affairs Committee in the mid '70s in a General Ordinance sec. 33.27(2)

In 2013 MAC changed its name to Multicultural Affairs Committee

In 2015 MAC developed and the first Diversity and Inclusion Survey for City Employees

In 2019 worked collaboratively with WIC to develop an Employee Inclusion and Climate Survey for all City Employees.

MAC/WIC EMPLOYEE SURVEY

Ensure a safe and respectful workplace environment for all employees.

- ❖ Review and update training for supervisors and staff on prevention and response to workplace incidents.
- ❖ Develop a reporting process for employees who wish to maintain anonymity to share concerns.
- ❖ Plan for continuous communication and outreach to ensure employees understand their rights, how to report incidents and who can offer them support.

Provide equitable access to professional development opportunities and mentoring.

- ❖ Support and expand targeted training programs such as Women's Leadership Conference that are designed to eliminate barriers and underrepresentation of all levels of leadership.

Assess and support pay equity within our organization, specifically as it relates to race and gender.

- ❖ Conduct regular citywide pay analyses.
- ❖ Address any gender and race/ethnicity gaps.
- ❖ Analyze the City's position study process through an equity lens.



MAC/WIC PEER SUPPORT PROGRAM

Program Objectives:

- ❖ Empower diverse members of the City workforce to achieve productive, fulfilling, and long careers.
- ❖ Provide confidential support, option planning, and information/referral for individuals who experience workplace harassment or discrimination.
- ❖ Support is centered on the concerns of people of color and marginalized genders.
- ❖ An extension of work being done by Civil Rights, Human Resources, and the Employee Assistance Program.

MAC/WIC PEER ADVISORS

Binta Ceesay

Library

bceesay@cityofmadison.com

Abigail Ferguson

IT

aferguson@cityofmadison.com

Laurel Franklin

Parks

lfranklin@cityofmadison.com

Mike Miller

Economic Development

mmiller2@cityofmadison.com

Nancy Saiz

Community Development

nsaiz@cityofmadison.com