



City of Madison
Minutes
Multicultural Affairs Committee

City of Madison
Madison, WI 53703
www.cityofmadison.com

April 21, 2021

11:30 am-12:30 pm

zoom

The City of Madison is holding the Multicultural Affairs Committee meeting virtually to help protect our community from the Coronavirus (COVID-19) pandemic.

1. **Written Comments:** You can send comments on agenda items to MulticulturalAffairsCommittee@cityofmadison.com
2. **Register for Public Comment:**
 - Register to speak at the meeting.
 - Register to answer questions.
 - Register in support or opposition of an agenda item (without speaking).

If you want to speak at this meeting, you must register. You can register at <https://www.cityofmadison.com/MeetingRegistration>. When you register to speak, you will be sent an email with the information you will need to join the virtual meeting.

3. **Listen by Phone:**
(877) 853-5257 (Toll Free)
Meeting ID 927 3279 3899 (from Zoom):

If you need an interpreter, translator, materials in alternate formats or other accommodations to access this service, activity or program, please call the phone number below at least three business days prior to the meeting.

Si necesita un intérprete, un traductor, materiales en formatos alternativos u otros arreglos para acceder a este servicio, actividad o programa, comuníquese al número de teléfono que figura a continuación tres días hábiles como mínimo antes de la reunión.

Yog hais tias koj xav tau ib tug neeg txhais lus, ib tug neeg txhais ntawv, cov ntawv ua lwm hom ntawv los sis lwm cov kev pab kom siv tau cov kev pab, cov kev ua ub no (activity) los sis qhov kev pab cuam, thov hu rau tus xov tooj hauv qab yam tsawg peb hnuv ua hauj lwm ua ntej yuav tuaj sib tham.

MulticulturalAffairsCommittee@cityofmadison.com

CALL TO ORDER / ROLL CALL

Voting Members: 9 (6)

	Present/ Excused/ Absent	Associate Members
Amy Deming	Present	Present-associate: Tracy Lomax Melissa Gombar Binta Ceesay Michelle Gibson Pepe Barros Hoffens Byron Bishop Guest Kara Kratowicz Linda Vakunta Reuben Sanon Not Present-associate: Lindsay Bessick Norman Davis Angela Puerta Arlyn Gonzalez Kristy Kumar Ana Martinez Jill Denson Alexandra Nieves Reyes Andre Hargianto
Carla Garces-Redd	Present	
Siera Garcia	Present	
Mahanth Joishy	Excused	
Michael Miller	Present	
Nancy Saiz	Present	
Tariq Saqqaf	Present	
Neeyati Shah	Present	
David Coy	Present	

1. PUBLIC COMMENT

DISCLOSURES AND RECUSALS

Members of the body should make any required disclosures or recusals under the City's Ethics Code.

APPROVAL OF MINUTES

Deming moved to approve, Saiz seconded

STAFF SPOTLIGHT: Welcome Deputy Mayor Rueben Sanon (12 min)

- Started working for the City of Madison in November
- Some current projects: metro redesign, bus rapid transit, community outreach/Voice of the Customer, reimagining safer communities, building relationship with Ho-Chunk Nation

OLD BUSINESS

1. Cont. Discussion: MAC Communication Strategy - Amy Deming (15 min)
 - Comprehensive draft plan includes: Overview of committee, Communication Goals, Stakeholders, Communication Tools, Communication and Outreach Challenges, Key Messages (in MAC members' own words), Goals/Strategies/Target Outcomes
2. MAC/WIC Subcommittee Report Out: MAC WIC Survey 2022 Planning Update: (Siera, Amy, David, Mahanth, Tory, Rachel, Abigail)
 - a. Project Scope (8 min)

Teams for 2022 MAC/WIC survey will be broken into 1) data and 2) communication.

- MAC WIC Pay Data Dashboard: Work with Ellie Anderson from Finance to create summer intern project and get trained on Power BI.
 - Binta and Amy interested
- MAC WIC Survey 2022 Data Team: work with David Coy to create questions and survey format for summer 2022.
 - Linda Vakunta interested in staying looped in
- MAC WIC Survey 2022 Communication Teams: Incorporate MAC WIC survey 2022 launch and release and results into current communications strategy.
 - Binta, Tariq and Amy interested

NEW BUSINESS ITEMS

1. DCR Update on MAC/WIC Survey Recommendations –Melissa Gombar and Tracy Lomax (15 min)
 - Response to recommendations is underway and ongoing, not a check-box
 - Equitable Workforce Plan: Current plan (past five years) has focused on hiring. New five-year plan begins in 2022, with a focus on inclusion.
 - Will include a score card model with performance targets. Departments not hitting targets will have to select from a menu of evidence-based practices for cultivating a positive workplace and incorporate them. DCR will support departments in implementing those practices. Score cards will start in 2022.
 - Pay equity: Contractors are already required to do equity studies every year. Could be leverage to advocate internally that the City model the behavior for our contractors.
 - APM 3-5 — anonymous complaints
 - Important to have anonymous option. Possible results may include training or intervention with department head even if there isn't enough to do an investigation
 - Mandatory reporter training: Over 200 employees already trained
 - Peer advisors: Binta suggests peer advisors get the training without actually becoming mandatory reporters.
2. PE invitation: UW-Madison fall course: CSCS 460 “Leadership for the Social Good” –Kara Kratowicz (3 min)
 - UniverCity Alliance: partnership between the City of Madison and UW
 - Civil Society and Community Studies (CSCS) course “Leadership for the Social Good” seeking 4-5 projects for students to work on. Primarily research-based.
 - Examples and ideas: research on best practices in workforce inclusion, review City equity analyses and outcomes, evaluating effectiveness of equitable hiring tool, etc.
 - Seeking ideas by July. Contact Kara for questions or ideas.
3. MAC Member Profiles- Carla Garces-Redd (2 min)
 - Not discussed. More info to come via email
4. Member Announcements (5 min)

- Join us for [Zoom Lunch!](#)

5. Next Meeting: May 19, 2021

- Staff Spotlight: CDD Manager Yolanda Shelton Morris | Common Council Office-Kapusta-Pofahl |

ADJOURNMENT

Deming moved to adjourn, Saiz seconded

Workplace Harassment

[APM 3-5 PDF](#) prohibits harassment in the workplace based on protected class such as race, ethnicity, gender or disability.

If you have been harassed at work, let someone know right away: your supervisor, their supervisor, a department head, or the [Department of Civil Rights](#). You can contact Civil Rights at 266-4910 or APM3-5Complaints@cityofmadison.com. You may also [file a complaint online](#).

If you ever bring harassment or discrimination to the attention of anyone, retaliation is **never** permitted. If you feel someone is retaliating against you, tell your lead worker, your supervisor, their supervisor, a department head, or the Department of Civil Rights.

Learn more about [filing a Harassment or Discrimination Complaint](#).