



City of Madison
Agenda
Multicultural Affairs Committee

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

March 17, 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: 929 6210 1537 (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)

N a m e	Present/ Excused/ Absent	Associate Members
Amy Deming	Present	Present-Associate: Lindsay Bessick Pepe Barros Hoffens Binta Ceesay Andre Hargianto Tracy Lomax Jill Denson Guest: Yang Tao Not Present-Associate: Byron Bishop Michelle Gibson Norman Davis Melissa Gombar Angela Puerta Arlyn Gonzalez Kristy Kumar Ana Martinez Alexandra Nieves Reyes
Carla Garces-Redd	Present	
Siera Garcia	Present	
Mahanth Joishy	Excused	
Michael Miller	Excused	
Nancy Saiz	Present	
Tariq Saqqaf	Excused	
Neeiyati 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; Coy seconded

NEW BUSINESS ITEMS

2. Guest Speaker: Welcome Yang Tao, Traffic Engineering Director
 - Examples of projects that Yang oversees: City's 911 communication system, transportation system
 - Leads equity initiatives in his department by:
 - Focusing on community input beyond just the most vocal members of the community
 - Actively supporting employee development: setting people up to succeed whether they stay with the City or move on
3. Subtle Acts of Exclusion Project- Kym Woodyly
 - 3-part training tentatively slated for June:
 - Module 1: Intro
 - Module 2: Unconscious Bias

- Module 3: Practice identifying and responding to SAE from various roles: subject, initiator, observer
- Plan to present each module to MAC and WIC members and labor organizations for feedback before launching
- Members can send questions about the project to Kym Woodyly
- 4. Cont. Discussion: Communicating about MAC- Amy Deming

MAC members provided a lot of thoughtful survey responses that will inform the plan

5. MAC/WIC Subcommittee Report Out

a. DCR/Common Council/HR Meeting Invites

Melissa Gombar and Tracy Lomax invited to present at our next meeting

b. Peer Advisors update

Meeting monthly and continuing training/development

c. MAC WIC Survey Planning Update: (Siera, Amy, David, Mahanth)

- Team has discussed survey goals for 2022: better response rate from BIPOC and people of marginalized genders
- How to delegate – roles: data, marketing/outreach, communication pre- and post-survey
- How to leverage Finance data team
- Member feedback:
 - How can we align with other city initiatives - RESJI, PE, etc.
 - Work with PE, RESJI Kristy/Tariq, Data Governance, HR Data Analyst, WIC before moving forward. Define roles.
 - Can we show our progress on MAC website? Yes-need to get access/permissions

1. Member Announcements

- a. Join us for [Zoom Lunch!](#)
- b. Inclusive leadership conference

2. Next Meeting: April , 2021

- a. Deputy Mayor Rueben Sanon/ DCR Update

ADJOURNMENT

Deming moved to adjourn; Coy 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](#).