



# Agenda

## Multicultural Affairs Committee

March 16th, 2022

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](mailto: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.

**Listen by Phone:**

(877) 853-5257 (Toll Free)

Meeting ID: 861 9129 0413 (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](mailto:MulticulturalAffairsCommittee@cityofmadison.com)

**CALL TO ORDER / ROLL CALL**

**Voting Members: 8 (5)**

Name	Present/ Excused/ Absent	Associate Members
Binta Ceesay	Excused	Lindsay Bessick Michelle Gibson Norman Davis Melissa Gombar Tracy Lomax Angela Puerta Arlyn Gonzalez Jill Denson Alexandra Nieves Reyes Andre Hargianto Tariq Saqqaf  Guest Not present- Associate  Present Kristy Kumar Byron Bishop
Amy Deming	Present	
David Coy	Present	
Mahanth Joishy	Excused	
Michael Miller	Present	
Nancy Saiz	Present	
Neeyati Shah	Present	
Ana Martinez	Present	

**1. PUBLIC COMMENT**

**DISCLOSURES AND RECUSALS**

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

None.

**2. APPROVAL OF MINUTES**

Amy to move, David to second.

**3. STAFF SPOTLIGHT:**

Ana Martinez, Finance, Buyer. Started last January, shared what got her to the City and brief background.

**4. UPDATE:** MAC Survey –the questions have been sent out 2/11/22. Design team has created a test environment to go over the questions and be ready to send out for employees to complete. 1/3 of employees completed the 2019 survey, try to get more employees to complete the survey. Posters, online and paper forms to make it more available.

**5. Member Announcements**

a. Met with Melisa Gombar and what MAC would like to see in a 5 year plan

- i. See movement on quality of data and data storytelling, city has been made good progress on dashboard. It shows the what but not the how and why; the impact of the sense of belonging.
- ii. Position description – how are we appreciating and uplifting within the position, thinking through the dynamics of that.
- iii. Social service distribution and access point

b. Amy Deming – New Leadership Development Program

- i. Background, back in 2020 there was an equity analysis; one part was leadership development. Trying to give distinct in leadership vs supervisor development. Starting a new leadership development program, new and different to launch in January 2023. There will be a learning, partnering, networking and mentoring. It would run for 4 months, twice a year. Looking for folks to be part of the design team, no more than 6 hours in May.

**6. Next Meeting:**

April 20th, 2022

Staff Spotlight: Michael Miller

## ADJOURNMENT

Micheal motioned, Amy second.

### **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](mailto: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](#).