



**City of Madison**  
**Agenda**  
**Multicultural Affairs Committee**

City of Madison  
Madison, WI 53703  
[www.cityofmadison.com](http://www.cityofmadison.com)

July 28, 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](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.

3. **Listen by Phone:**  
(877) 853-5257 (Toll Free)  
Meeting ID 912 6696 5743 (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 nhub ua hauj lwm ua ntej yuav tuaj sib tham.

[MulticulturalAffairsCommittee@cityofmadison.com](mailto:MulticulturalAffairsCommittee@cityofmadison.com)

**CALL TO ORDER / ROLL CALL**

**Voting Members: 9 (6)**

<b>N a m e</b>	<b>Present/ Excused/ Absent</b>	<b>Associate Members</b>
Binta Ceesay	Present	Present: Lindsay Bessick Pepe Barros Hoffens Byron Bishop  Guest: Harper Donahue  Not present: Michelle Gibson Norman Davis
Amy Deming	Excused	
Siera Garcia	Present	
Mahanth Joishy	Present	
Michael Miller	Present	
Nancy Saiz	Present	

Agenda

Tariq Saqqaf	Present	Melissa Gombar Tracy Lomax Angela Puerta Arlyn Gonzalez Kristy Kumar Ana Martinez Jill Denson Alexandra Nieves Reyes Andre Hargianto
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.

**2. APPROVAL OF MINUTES**

Mahanth moved to approve; Byron seconded

**3. STAFF SPOTLIGHT:** Welcome Krishna Kumar

- Krishna shared his journey from working for the Federal Reserve in India to immigrating to the U.S. and working his way up into leadership positions
- He has been with the city for two months

**4. UPDATE:** MAC/WIC Survey Work Group – MAC Lead: David Coy

This project will include two phases:

- Phase 1 (now): Prep (before survey is sent out). Looking for volunteers to work on the following two aspects:
  - Survey design: formulating questions, how to tackle specific topics, working with the 2019 survey team to see what worked and what didn't
    - Volunteers: Pepe, Mahanth
  - Marketing: messaging, getting a better response rate
    - Volunteers: Lindsay
- *Phase 2 (2022): Analytics (after response period has closed)*
  - *Volunteers: Nancy*

If you are interested, contact David by August 20: [dcoy@cityofmadison.com](mailto:dcoy@cityofmadison.com)

**5. UPDATE:** Pay Equity Dashboard– MAC Lead: Mahanth Joishy

This is a collaboration between MAC/WIC and Finance

- Using other cities like Boston as a model - they have a dashboard like this. We can put our own spin on it
- Goal: gain insight into the demographics of our agencies citywide

If you are interested, contact Mahanth: [mjoishy@cityofmadison.com](mailto:mjoishy@cityofmadison.com)

**6. Discussion/Topic – Human Resources Q&A with Harper Donahue**

- HR has been working on recommendations from previous MAC/WIC survey
- Done so far: worked with DCR to make improvements to APM 3-5 and APM 2-33
- Hasn't happened yet: APM 2-25 (violence prevention). Shared between HR and EAP. Would like to have MAC participation

**7. Member Announcements**

- a. Fleet Employee of the year

Congratulations, David Coy!

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

**8. Next Meeting: August 18, 2021**

- a. Staff Spotlight: Christine Koh

- b. Opportunity for an in person meeting – semiformal BBQ at a park?  
Did not discuss

**ADJOURNMENT**

Nancy moved to adjourn; David 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](#).