



City of Madison
Agenda
Multicultural Affairs Committee

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

August 18, 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 966 4889 2145 (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)

| Name | Present/ Excused/ Absent | Associate Members |
|----------------|--------------------------|--|
| Amy Deming | Present | Present: Lindsa Bessick Michelle Gibson Andre Hargianto Pepe Barros Hoffens Krishna Kumar Kristy Kumar Guest: Ellie Anderson Brittany Garcia Jessica Jones Christine Koh Jeremy Michael Christopher Peguero Mary Richards Nate Shipley Not Present: Byron Bishop Norman Davis Melissa Gombar Tracy Lomax Angela Puerta Arlyn Gonzalez Ana Martinez Jill Denson Alexandra Nieves Reyes |
| Binta Ceesay | Present | |
| Siera Garcia | Present | |
| Mahanth Joishy | Present | |
| Michael Miller | Present | |
| Nancy Saiz | Absent | |
| Tariq Saqqaf | Present | |
| 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; Mike seconded

3. STAFF SPOTLIGHT: Welcome Christine Koh, Budget Manager at Finance Department

- Originally from Chicago
- Pursued a Master's Degree in Public Policy at the Harvard Kennedy School with the goal of exploring leadership and overcoming systemic hurdles
- Has worked in the public sector in schools and city government before coming to Madison
 - Christine shared insights on fostering a holistic view of intersections between education, housing policy, public health, community relationships, etc.
- Started her current position at the City of Madison in May 2021

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

- Seeking volunteers for survey design team (question development) and marketing team (communication strategy). Let David know by 8/20

5. UPDATE: Pay Equity Dashboard

- Guests: Ellie, Jeremy, Jessica, and Nate from Finance Dept
- Genesis of this project comes from MAC/WIC. Examining pay equity issues with special regard to race, ethnicity, and gender.
 - Currently limited to full time employees for comparability
 - Comparing people with similar jobs (not comparing across different classifications)
- 5 main pages on the dashboard that present data in different ways:
 1. Overview: displays median [salary, tenure, or employee count] by gender, race, department, age, and tenure. Ability to filter data
 2. Closer look at median [salary, tenure, or employee count] by intersection of race and gender. Ability to filter data
 3. Side-by-side comparisons of salary, tenure, or employee count
 4. Change over time in [employee count, turnover rate, or employee percentage] by race. Ability to filter by gender also
 5. Change over time in [employee count, turnover rate, or employee percentage] by gender. Ability to filter by race also
- Member feedback:
 - Interested to see narrative that comes out of this
 - Semantics: race and gender. Given the limitation of federal EEOC data, what can we do to be more inclusive?
 - Dashboard is flexible to add other genders and language when the data is available. Open to changing some language according to stakeholder input
 - Dashboard already contains a footnote about terminology. Can we add another to acknowledge the implications?
 - Yes, when it's publicly available, the dashboard will be embedded in a page with more context and those issues will be addressed
 - What about people who identify as more than one race?
 - "Men and women" preferable to "male and female"

6. Discussion/Topic – RESJI Care Team- Kristy Kumar

- Developing a Care Team in addition to existing RESJI teams (Tools and Training, Data, Community Connections, Communications, Strategy, Core Team)
- Dedicated to a healing-centered approach to care specifically for the wellness and joy of BIPOC
- How will the Care Team be different from MAC/WIC?
 - Tentatively proposing that the Care Team is a BIPOC-only space, but open to disagreement/other ideas
 - Goals: develop community care spaces, learn skills for healing and restorative practice, address burnout. Create a healing affinity space that is different from committees that are more formal and plan-oriented
 - Possibility of bringing in a MAC liaison
 - Reach out to Kristy if you're interested in joining or contributing

7. Member Announcements

- a. *Join us for Zoom Lunch!*: No Zoom Lunch this month
- Other announcements:
 - Amy: Supervisor development program is starting in the fall. If you are interested or know someone who would be interested, reach out to Amy
 - Mahanth: Congratulations to MAC/WIC for winning a #TeamCity Team award in July
 - Tariq: Department Equity Teams and Civil Rights Coordinators are now consolidating – meeting on Thursday 8/19 to discuss the change with DET leads and members

8. Next Meeting: September 15, 2021

- a. Staff Spotlight: Chris Peguero
- b. Opportunity for an in person meeting – semiformal BBQ at a park?
Not discussed

ADJOURNMENT

Amy moved to adjourn; Mike 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](#).