



City of Madison
Agenda
Multicultural Affairs Committee

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

September 15, 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)

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

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 Chris Peguero, Assistant Parks Superintendent

- Originally from Wisconsin
- Spent the last 20+ living in Seattle before returning to Wisconsin
- Has worked in city government before coming to Madison
- Started Seattle City Light's environmental justice program and LGBTQ affinity group
- Started current position at the City of Madison in April 2021

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

- Still seeking volunteers for survey design team (question development) and marketing team (communication strategy). Contact David Coy

5. UPDATE: Pay Equity Dashboard

- Genesis of this project comes from MAC/WIC. Examining pay equity issues with special regard to race, ethnicity, and gender.
- Member feedback:
 - Require more clarification around communication plan, usage, access, roll out, (accessible) narrative to accompany data, and public access.
 - Present Pay Equity Dashboard in future TCL meeting
 - Work with WIC in creating benchmarks and developing recommendations for less favorable data
 - Pay Equity Dashboard should be accessible in multiple languages

6. Discussion/Topic: Employee Development for BIPOC staff, Amy Deming

- Postponed to future meeting

ADJOURNMENT

Mike moved to adjourn; Amy 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](#).

