



City of Madison

Equal Opportunities Commission

210 Martin Luther King Jr Blvd Rm 500
Madison WI 53709-0001
(608) 266-4910

2000 Activities

Race Relations Initiatives Take Center Stage

In 1999, the Mayor's Task Force on Race Relations issued recommendations for activities to enhance race relations in Madison. 2000 saw significant progress on the recommendations for which the EOC had lead implementation responsibility.



Study Circles on Race: Mayor Susan J. M. Bauman appointed the Study Circles Steering Committee to oversee the implementation of the City's Study Circles on Race Program.

The Urban League of Greater Madison, Inc. and the Center for Prevention and Intervention contracted with the City to implement the Study Circles Program. A successful fund raising program resulted in contributions from the private sector in excess of \$70,000. These funds supplemented the City's \$10,000 contribution as well as a \$13,000 grant from the Kellogg Foundation and a \$30,000 grant from the Madison Community Foundation. Thousands more from in-kind contributions was also received. A pilot study circle was completed in August and the first group of five circles met from September to December. Circles will continue throughout 2001.

Race and Media Forums: Three forums were held with representatives of local media and representatives from the communities of color to discuss solutions to the age-old practice of racial profiling in news stories. The first session held in February opened the door for effective dialogue. The second session in June focused on the insides of news reporting from the perspective of individuals of color working in the industry. At the third forum held in October, a work group was formed to strategize ways to improve current recruitment and retention efforts. Each session drew over 50 individuals. NBC 15, WKOW-TV and the Wisconsin State Journal and Capital Times newspapers jointly each hosted one forum.

Continued on page 2

Education and Outreach Activities

The EOC sponsored information booths at the following festivals during 2000: Africa Fest, Atwood, Celebrate Madison!, Fiesta Hispana, Juneteenth Day, International Holiday Festival, MNI Madison Career Fair 2000, Triangle Ethnic Fest and the Willy Street Fair. Members of the Equal Opportunities Commission and staff responded to questions related to rights and responsibilities under the Equal Opportunities Ordinance, distributed literature and raised awareness regarding the City's Study Circles on Race Program.

In addition, an EOC staff member served on the Steering Committee for the June 24 Celebrate Madison! festival, assisting with the planning, coordination of volunteers, set up and clean up the day of the event.

EOC staff provided 26 training sessions to over 400 individuals on topics including coverage of local, state and federal fair employment and fair housing laws, as well as preventing and responding to sexual harassment in the workplace.

Staff members participated on the Allied Drive and Broadway/Lake Point Neighborhood Resource Teams as well as the Neighborhood Guidance Team.

Throughout 2000, staff responded to 37 requests for technical assistance from employers and housing providers.

EOC staff actively participated in the following community-based organizations: Allied Terrace Apartment Association, Call for Renewal, Communities United, Dr. Martin Luther King, Jr. Coalition, Latinos United for Change (LUCHA), Madison Area Technical College Diversity Program, Madison Branch of the NAACP, Madison Metropolitan School District's Superintendent's Human Relations Advisory Council, the Madison Urban Ministry, the Urban League of Greater Madison, Inc. and the Wisconsin Fair Housing Network.

Continued on page 2

Race Relations continued



Preschool Reading Program:

Work began in spring 2000 to implement a program at the Wexford Ridge Community Center to promote reading for preschool children. This program supplements the Madison Public Library Youth Services preschool reading and Readmobile programs available at various locations throughout the Madison community. This collaborative effort of the EOC, Madison Public Library and Wexford Ridge Community Center will formally kick off in January 2001.

Dane Dances: Executive Director Anthony L. Brown worked closely with Peter Anderson and Mary Kirkendoll on the implementation of a program to bring together individuals from a wide variety of cultural backgrounds through dance. Brown emceed the three August Friday evening programs with Madison Mayor Sue Bauman, County Executive Kathleen Falk and Sun Prairie Mayor Joann Orfan. Held at the Monona Terrace Rooftop and the Alliant Energy Center, the dances drew 300-1,000 individuals. Plans are already underway to repeat and expand Dane Dances in summer 2001.

Outreach to Madison's Southeast Asian

Community: The EOC was directed to carry out an outreach initiative to Madison's Southeast Asian community to improve the ability of individuals in the Cambodian, Chinese, Hmong, Kamir, Lao, Tibetan, and Vietnamese communities to access services and community supports. A critical factor would be having individuals from each of the Southeast Asian cultures involved in providing outreach and translation services. The EOC chose to contract with the Madison Metropolitan School District to carry out this project as it had the necessary resources to carry out all aspects of this outreach initiative. The contract was issued in December.

Rights During Traffic Stops: The EOC jointly produced a brochure with the Madison Police Department on rights when the Police stop an individual's vehicle. Madison Police officers will provide the brochure to drivers when they stop vehicles. Brochures will also be distributed to community centers.

Education continued

The Diversity Resource List was updated and republished in 2000. This list provides an extensive list of recruitment resources available throughout Wisconsin.

The EOC's Decision Digest, summarizing hearing decisions, was updated and republished in 2000. In addition, the EOC launched an updated website with extensive information on the agency and its activities, including the text of the Decision Digest. Work also began on linking the text of case decisions to the Decision Digest on the EOC website. View the EOC website at: www.ci.madison.wi.us/eoc/eoc.htm

The EOC Employment Committee sponsored a recruitment breakfast on February 17, 2000. Keynote speaker Darnell Moore, Executive Vice President of Administration for American Family Insurance, encouraged area businesses to get involved with the Committee. A panel of Committee members described how they and their businesses have benefited from their involvement on the Committee. Over 55 representatives of local businesses attended and the Employment Committee received applications from 15 prospective new members.

EOC staff coordinated the Wisconsin Fair Housing Network award and program luncheon on April 25 at the Concourse Hotel attended by 100 people. Dr. John Y. Odom was the keynote speaker.

The sixth annual EOC Summer Celebration of Diversity Picnic was held on July 19 at Warner Park. Several hundred people enjoyed a variety of ethnic dishes and an opportunity to see the presentation of the 2000 Rev. James C. Wright Human Rights Award to A. J. Nino Amato. Hanah Jon Taylor, well-known saxist, provided the entertainment.

On November 28, the EOC sponsored the second "Partners in Fair Housing" Conference in cooperation with the Apartment Association of South Central Wisconsin and the Fair Housing Center of Greater Madison. Approximately 150 individuals attended the highly rated conference featuring Theresa Kitay, Fair Housing Institute of Atlanta, Georgia as keynote speaker. Attorneys Jay Koritzinsky and David Sparer joined Tracy Miller of Access to Independence in responding to questions from the audience in the afternoon. Mike McKinney, NBC 15 News Anchor, moderated the discussion.

The EOC Employment Committee sponsored the “Violence in the Workplace” Conference on November 30 at Olbrich Gardens. Guest speakers included Crime Prevention Officer Jane Lombardo, Madison Police Department, Sonja Reschke, Program Director for Domestic Abuse Intervention Service, and Felita Singleton, F. S. Solutions and EOC Commissioner. Approximately 85 individuals attended the conference.

EOC Housing Committee

The EOC Housing Committee was reactivated in 2000. In response to a Common Council resolution, the Committee concentrated on studying the nature and extent of discrimination against Section 8 voucher holders. The Committee will issue recommendations in early 2001.

Rights of Transgender Persons Defined

On September 19, the Common Council amended the Equal Opportunities Ordinance to clarify the definition of sexual orientation. The ordinance now more clearly defines the rights of transgender persons.

The term “gender identity” was added to the definition of sexual orientation. Gender identity is the actual or perceived condition, status or acts of 1) identifying emotionally or psychologically with the sex other than one’s biological or legal sex at birth, whether or not there has been a physical change of the organs of sex; 2) presenting and/or holding oneself out to the public as a member of the biological sex that was not one’s biological or legal sex at birth; 3) lawfully displaying physical characteristics and/or behavioral characteristics and/or expressions which are widely perceived as being more appropriate to the biological or legal sex that was not one’s biological or legal sex at birth, as when a male is perceived as feminine or a female is perceived as masculine; and/or 4) being physically and/or behaviorally androgynous.



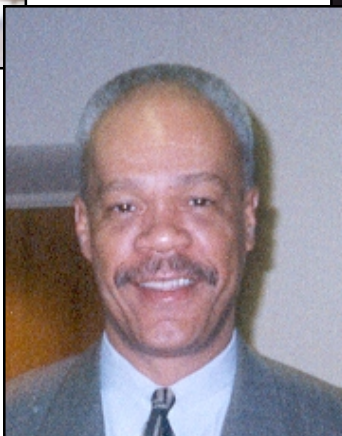
Race and Media Forum No. 2



Mayor Bauman addresses employers at the EOC Employment Committee recruitment breakfast



Teresa Kitay chats with a participant at the Partners in Fair Housing Conference



Darnell Moore, keynote speaker at EOC Employment Committee recruitment breakfast



EOC Staff



Partners in Fair Housing Conference



EOC Summer Celebration of Diversity Picnic

2000 Complaint Processing Activities

The Equal Opportunities Commission receives and processes complaints alleging discrimination in employment, housing, and public accommodations occurring within the City of Madison.

New Complaints Filed

Housing (H)	19
Employment (E)	186
Public Accommodations (PA)	15
TOTAL	220

Investigation Dispositions

Upon receipt of a new complaint, the EOC initially attempts to resolve the complaint through its mediation process. If mediation is not successful, the EOC conducts an investigation to determine if probable cause exists. Probable cause is a legal standard that means, "there is reasonable ground for belief supported by facts and circumstances strong enough in themselves to warrant a prudent person in the belief that discrimination probably has been or is being committed." A finding of probable cause is a preliminary determination that the complaint warrants further processing. It is not a finding that there has been a violation of the Equal Opportunities Ordinance. Upon finding probable cause, the agency attempts to resolve the complaint through its conciliation process. If the complaint cannot be settled, it is certified for a hearing on its merits where testimony is taken under oath and the credibility of witnesses can be judged.

	H	E	PA	Total
Settled	2	32	8	42
Probable Cause	1	17	6	24
No Probable Cause	12	54	3	69
Mixed PC/NPC Findings	0	3	0	3
Administratively Dismissed or Withdrawn	1	9	1	11
TOTAL	16	115	18	149

In addition, 104 cases were closed by the Wisconsin Equal Rights Division under the terms of a worksharing agreement designed to eliminate duplicate processing of complaints.

Complaints Settled

The EOC routinely assists parties in resolving their complaints through its mediation and conciliation processes.

	#	%*
Housing Settlements	4	28.57
Employment Settlements	51	44.35
Public Accommodations Settlements	11	61.11
TOTAL	66	44.90

*percentage of cases closed

Value of Settlements

Settlements vary widely based on the nature of the allegation, the strengths or weaknesses of the case, the stage in the process when settlement occurs and the resources of the parties. Settlements frequently include non-monetary items such as a letter of reference, clearing an individual's employment record, allowing an individual to resign rather than be involuntarily terminated, or an extension on a lease to allow the individual time to find a new apartment.

Total cases settled	66
Total value of settlements	\$228,554
Average settlement value	\$3,463

Hearing/Appeal Outcomes

No Probable Cause Review

Hearing Examiner	H	E	PA	Total
Affirmed	0	11	1	12
Reversed	0	1	0	1
Mixed Decision	0	4	0	4
TOTAL	0	16	1	17
Commission				
Affirmed	0	2	3	5

Hearing on Merits

Hearing Examiner	H	E	PA	Total
Dismissed	0	2	1	3
Settled	2	14	1	17
Withdrawn	0	2	0	2
Discrimination Occurred	0	2	0	2
No Discrimination Occurred	0	3	0	3
TOTAL	2	23	2	27
Commission				
Settled	0	1	0	1
Mixed Decision	0	1	0	1
TOTAL	0	2	0	2

In an effort to speed up processing, the Hearing Examiner began requesting parties to submit proposed findings, conclusions and order following a hearing on the merits.