

## **CITY OF MADISON DEPARTMENT OF CIVIL RIGHTS**

The Department of Civil Rights (DCR) is responsible for vigorously pursuing the policies and principles embodied in Chapter 39, both within the City as an employer and with the City as a community of people, who respect the rights and contribution of every member.

### **VISION**

We see the city of Madison as a dynamic place, where the inherent worth of each individual is esteemed and fostered, enabling them to reach their full potential.

### **MISSION**

The City of Madison Department of Civil Rights, as a catalyst for change, strives to improve the quality of life for all people. We promote equality, the prevention and elimination of discrimination through education and enforcement.

### **VALUES**

The department values are: Integrity, Compassion, Equality and Courage.

### **WHY SERVE ON A COMMISSION OR COMMITTEE?**

Have you ever asked yourself, what can I do to make a difference? What kinds of opportunities are available to me, an average citizen that will impact my community? Take a moment to consider our vision, mission and values. Do they align with yours? If so, then service on one of the Department of Civil Rights' commissions or committees would be a great opportunity for you.

How much of a time commitment will it require? It varies depending on the commission and committee and the issues before them. Most meet one to two times each month, and some meet on limited task oriented bases.

Serving on one of the Department of Civil Rights' commissions or committees will not only be a professionally enriching experience, but it will expand your knowledge around civil rights issues, political processes, keep you informed about new government initiatives and provide networking opportunities. But most importantly, it will create opportunities to impact the community as a whole.

### **HOW DO I GET APPOINTED TO A CITY COMMISSION OR COMMITTEE?**

- Step 1: Request an application from the Mayor's Office by calling (608) 266-4611 or stopping by the office, 210 Martin Luther King, Jr. Blvd., Room 403. Application materials are also available online: [www.cityofmadison.com/mayor/mycommit](http://www.cityofmadison.com/mayor/mycommit).
- Step 2: Turn in application materials including information about your background and reasons for wanting to participate on the committee. Questions about the application can also be directed to the Mayor's Office.
- Step 3: If nominated by the Mayor to serve on the committee, your name will be given to the Common Council for their consideration and approval.
- Step 4: Once confirmed, the City staff person assigned to the committee will notify you of the committee meeting schedule. You will have the opportunity to go through an orientation process.

## **COMMISSIONS AND COMMITTEE DESCRIPTIONS**

The Department of Civil Rights is responsible for the staffing of five City commissions and/or committees and two staff committees.

### **The Affirmative Action Commission (AAC)**

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The AAC consists of 11 volunteers appointed by the Mayor who are committed to equal employment opportunities for underrepresented population; advises, makes recommendations and educates on affirmative action plans, issues, strategies and activities on a city-wide basis

### **The Commission on People with Disabilities (CPD)**

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The CPD consists of 13 volunteers appointed by the Mayor to study and make recommendations to the Mayor, the Common Council, City departments, committees and commissions in all areas that affect people with disabilities and their families in order to provide better access to city facilities and services.

### **The Equal Opportunities Commission (EOC)**

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The EOC is comprised of 13 volunteers appointed by the Mayor to study and make recommendations to the Mayor and Common Council on issues around equal opportunities in the city of Madison.

## **The EOC Employment Committee**

This subcommittee of the Equal Opportunities Commission assists the Commission in fulfilling its mission of enabling all individuals to work free of employment discrimination by acting as an advisor on fair employment issues and the value of diversity.

## **The Reverend Dr. Martin Luther King Jr. Humanitarian Award Committee**

The Rev. Dr. Martin Luther King, Jr. Humanitarian Award committee identifies individuals within the Madison Community who have made outstanding and significant contributions in the spirit of brotherhood, sisterhood, and harmony towards making our city an ideal place in which to live. Awards are presented each year during the annual Martin Luther King, Jr. celebration.

## **STAFF COMMITTEES**

### **The Women's Issues Committee (WIC)**

Madison General Ordinance Sec. 33.27 creates the Women's Issues Committee (WIC), which is comprised of employees of the City of Madison and charged with addressing issues of concern to women employed by the City.

### **The Minority Affairs Committee (MAC)**

Madison General Ordinance Sec. 33.27 creates the Minority Affairs Committee (MAC), which is composed of employees of the City of Madison and charged with addressing issues of concern to racial and ethnic minorities employed by the City.

## **MEETING TIMES AND STAFF CONTACTS**

**Affirmative Action Commission (AAC)** meets the 2nd Tuesday of the month at 5:00 p.m. Staff contact: Norman Davis, 267-8635, [ndavis@cityofmadison.com](mailto:ndavis@cityofmadison.com) or Lucía Nuñez, 266-5916, [lnunez@cityofmadison.com](mailto:lnunez@cityofmadison.com).

**Commission on People with Disabilities (CPD)** meets the 4th Thursday of the month at 4:30 p.m. Staff contact: Lucía Nuñez, 266-5916, [lnunez@cityofmadison.com](mailto:lnunez@cityofmadison.com).

**Equal Opportunities Commission (EOC)** meets the 2nd Thursday of the month at 5:00 p.m. Staff contact: Ariel Ford, 267-4915, [aford@cityofmadison.com](mailto:aford@cityofmadison.com) or Lucía Nuñez, 266-5916, [lnunez@cityofmadison.com](mailto:lnunez@cityofmadison.com).

**The EOC Employment Subcommittee** meets the 2nd Thursday of the month, September through June, at Noon. Location varies. Staff contact: Annie Weatherby-Flowers, 266-6577, [aweatherbyflowers@cityofmadison.com](mailto:aweatherbyflowers@cityofmadison.com).

**The Reverend Dr. Martin Luther King, Jr. Humanitarian Award Committee** meets monthly August through January. Staff contact: Harper Donahue, IV, 266-6511, [hdonahue@cityofmadison.com](mailto:hdonahue@cityofmadison.com).

## **Staff Committees**

**The Minority Affairs Committee (MAC)** meets the 2nd Wednesday of the month at 10:30 a.m. Staff contact: Christie Hill, 267-8634, [chill@cityofmadison.com](mailto:chill@cityofmadison.com).

**Women's Issues Committee (WIC)** meets the 4th Thursday of the month at 1:00 p.m. Staff contact: Christie Hill, 267-8634, [chill@cityofmadison.com](mailto:chill@cityofmadison.com).

# Commissions and Committees



## City of Madison Department of Civil Rights

# DCR

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[www.cityofmadison.com/dcr](http://www.cityofmadison.com/dcr)

If you need an accommodation in order to access this service or need materials in Braille, large print or an alternate format, please contact our office.