

What We Can Do for You

The EOC Employment Subcommittee can . . .

- Provide access to information about current local, state and federal legislation that could impact your employment practices.
- Offer educational opportunities on topics/issues regarding equal employment and affirmative action requirements, strategies, changes and initiatives.
- Allow you to have input on proposed policies before the Madison Equal Opportunities Commission.
- Create opportunities to network and learn about best practices from other company representatives on issues pertaining to equal employment opportunities.
- Provide access to City of Madison services and resources.

Subcommittee Membership

The Subcommittee is made up of large companies, educational institutions, small business and advocacy agency representatives. This provides a unique mix of perspectives on employment issues and approaches to address inequity, discrimination and diversity in the workplace.

Subcommittee membership is open to city residents or representatives of companies located in the city of Madison. Individuals may serve on the committee in two capacities: one as a voting member or as an affiliate member (non-voting status). Both types of memberships are welcomed and encouraged. After attending three consecutive meetings, participants are eligible to submit an application for membership.

The EOC Employment Subcommittee meets on the Second Thursday of the month from September through June. The meeting time is 12:00 noon.

History

In 1966, the Equal Opportunities Commission formed the EOC Employment Subcommittee to study the employment needs of the city of Madison black residents.

EOC Employment Subcommittee Mission Statement

To assist the Madison Equal Opportunities Committee in fulfilling its mission of enabling all individuals to live and work free of employment discrimination by acting as an advisor on fair employment issues; and by further developing and supporting the community's understanding of and commitment to fair employment and to the value of diversity in the workplace.

The Subcommittee has expanded its efforts to not only serve as an advisor to the Commission. The Subcommittee develops strategies and action plans to accomplish its mission and implements them. Today, the Subcommittee mission through outreach to job seekers, educating employers through conferences and informational sessions, building partnerships with non-profit groups and high school personnel about equal employment opportunities and affirmative action regulations.

Governance

The EOC Employment Subcommittee as a subcommittee of the Equal Opportunities Commission is governed by the Rules of the Commission, which defines its structure, regulates its tasks and membership. Members are approved by the Commission and confirmed by the Common Council. All meetings are open to the public and posted according to the State of Wisconsin's Open Meeting Laws.



Projects/Initiatives

TRAINING FOR MEMBERS AND OTHER INTERESTED PARTIES

- Affirmative Action Regulations
- Assisted Technology
- Diversity
- Fair Employment Practices
- Immigration Rules and Responsibilities
- Language Barriers in the Workplace
- Recruitment and Retention

MAJOR EVENTS

- Workplace Violence Conference
- Diversity, "the Economics of It" Conference
- The Shrinking Workplace Conference
- Community Interaction - Partnership with Community Based Organizations
- Collaborated with PSI to bring a Diversity Job Fair to Madison
- Partnering with Greater Madison Society of Human Resource Managers to co-sponsor a Diversity Conference

EDUCATION AND OUTREACH EFFORTS

- Working with Madison Metropolitan School District to conduct workshops for students.
- Partnering with Dane County Job Center to promote equal opportunities in employment through job posting, career/job fairs and workshop presentations.

Future Projects Include:

- Membership recruitment
- Sponsoring the *Programs for Workplace Diversity* employer recognition, trainings and conference
- Continuing self-education on topics related to fair employment practices and workplace diversity
- The creation of a "Speaker's Bureau" as a community resource



I originally joined the EOC Employment Subcommittee to become more aware of the City's equal opportunity/affirmative action policies, procedures, trends, etc. Through my participation, I have not only met my original goal but have also made several valuable contacts at the city, state and corporate level who have helped John Deere Credit broaden and strengthen our diversity initiatives.

— Laura Zweber
Supervisor, Human Resources
John Deere Credit

Serving on the EOC Employment Subcommittee allows me the opportunity to work closely with employers on employment issues which affect the whole community. With the changing population of job seekers, it is very important that employers and applicants appreciate the value of diversity in the workplace.

— Amos Anderson
Madison Metropolitan School District

The Subcommittee has provided me with an opportunity to actively participate with a group that has a positive agenda and to grow professionally as it relates to Equal Employment Opportunity and Affirmative Action.

— Terry Glodowski, Placement
Opportunities for Persons with Disabilities

I enjoy my role serving on the EOC Employment Subcommittee because it allows me the opportunity to network with other local HR professionals that are knowledgeable in fair hiring practices and dedicated to increasing opportunities for women, people of color, and persons with disabilities. Having that connection to the EOC & DCR staff has allowed the YWCA to stay current on topics that affect employers and has served as a tremendous resource for information and support on issues related to employment. I also find it very rewarding to serve my organization and my community by being apart of this committee.

— Danielle A. Dieringer, CAPSW,
Director of Housing & Operations
Affirmative Action/Equal Opportunity Officer

These organizations have provided representatives to the EOC Employment Subcommittee

CURRENT ORGANIZATIONS

*Affiliated Engineers, Inc.
American Family Insurance Group
Associated Bank
Baker Tilley Virchow Krause, LLP
Dane County Job Center
Dean Clinic
Edgewood College
FIS
Group Health Cooperative
John Deere Financial
M&I Madison Bank
Madison Area Technical College
Madison Gas & Electric
Madison Metropolitan School District
Meriter Health Services
Neway Directions, Inc.
Park Bank
Placement Opportunities for Person with Disabilities
QTI Human Resources, Inc.
Spherion
St. Mary's Hospital & Health Center
Summit Credit Union
TDS, Inc.
TomoTherapy, Inc.
United Way of Dane County
Urban League of Greater Madison
UW Hospital & Clinics
UW Medical Foundation
Wisconsin Department of Natural Resources
YWCA of Madison*

The Employment Subcommittee of the Equal Opportunities Commission



City of Madison

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