



**City of Madison
Minutes – Draft
EOC Executive Committee**

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

"Consider: Who benefits? Who is burdened? Who does not have a voice at the table? How can policymakers mitigate unintended consequences?"

Monday, December 1, 2025

5:00 P.M.

**Via Zoom Meeting – Link and
Instructions Enclosed**

The City of Madison is holding the Equal Opportunities Commission Executive Committee meeting virtually to help protect our community from the Coronavirus (COVID-19) pandemic.

CALL TO ORDER / ROLL CALL

EOC Executive Committee members should notify Angela Banks at either (608) 266-4910 or abanks@cityofmadison.com of their attendance for this meeting.

Commissioners Ramey, Klebba, Wright and Esparza were present.

The meeting was called to order at 5:10 pm. Commissioner Ramey presiding.

1. PUBLIC COMMENT

There were no public comments.

DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

APPROVAL OF MINUTES

November 3, 2025

Motion to move to approve minutes by Commissioner Klebba, seconded by Commissioner Wright. Motion passed by voice vote unanimously.

NEW BUSINESS ITEMS

2. Invite guests to speak regarding Emergent Immigration, Deportation and Housing Issues

- Fabiola Hamdan, Dane County Immigration Affairs Office

*Discussion and presentation were held by Peng Her, The Hmong Institute, and Dane County Supervisor, Brenda Yang at the November meeting, and the December speaker will be Fabiola Hamdan, Dane County Immigration Affairs Office. **Note:** At the time the minutes were completed, Fabiola Hamdan was not available.*

3. Planning for Community Information Sessions

- Subcommittee meetings TBD

A discussion was held to cancel the proposed December 11th Community Information Session and to extend new outreach and plan. The tentative date and location would be proposed when the subcommittee meets again and will occur in the new year.

DISCUSSION ITEMS

4. EOC Work Plan

- Initial Annual Retreat Planning

A discussion was held. The annual retreat planning is postponed due to staffing and will be discussed with the full commission. The executive committee is waiting until the new EOD Manager starts, which is anticipated to be in January.

5. Non-discrimination clause

- Invite the Chief of Police to ask why their SOP regarding homelessness does not comply with the EO Ordinance.

Commissioner Klebba reported that a complaint with the Police Department was completed/filed; however, a response has not been received. Commissioner Klebba would like to invite the Chief of Police to the February full commission meeting. ACA and Interim EOD Manager Peguero suggested the committee follow-up with the Hearing Examiner to find out whether the EO Ordinance applied to the Police Department.

6. Officer and Subcommittee Nominations – Election of Officers

ACA and Interim EOD Manager Peguero reminded the committee that officer elections were to be held in January. A discussion was held regarding how to vote in a virtual setting, how to vote by secret ballot and whether it would be easier if it was done in person. Commissioner Ramey mentioned a tentative slate of officers.

7. Future Topics

- Invite property management companies to discuss housing discrimination issues for collaborative, productive discussion. **Suggested to be discussed at the full commission meeting.**

Commissioner Esparza made a motion to create another subcommittee to review conformance of the protected classes, seconded by Commissioner Klebba. The procedures for drafting changes beginning with Alders supporting the change, the attorney drafting the language and perhaps the language be changed one paragraph at a time instead of a full rewrite. The motion was passed by a voice vote, one opposed. This needs to be brought to the attention of the full commission.

8. Equal Opportunities Commission Draft Agenda for December 20, 2025

The agenda was reviewed with updates and approved by general consent. The agenda draft will be moved to the new business section.

ADJOURNMENT

Motion to adjourn by Commissioner Klebba, seconded by Commissioner Wright. Meeting adjourned at 6:06 pm.