



MINORITY AFFAIRS COMMITTEE (MAC)

Wednesday, June 12, 2013

10:30 a.m. – 12:00 p.m.

215 Martin Luther King, Jr. Blvd
Room LL-130 (Madison Municipal Building)

CALL TO ORDER/ROLL CALL 10:35 a.m.

Members Present: Teresa Cothrine, Varinia del Moral, Natalie Dixon, Mary Lou Krase, May Lor, Colier McNair, Dave Pilsner, Nancy Saiz

Members Excused: Glenn Clark, Garfield Cunningham

Members Absent: Lurlie Richardson

Guests: Tariq Saqqaf (Neighborhood Resource Coordinator, Mayor's Office); Gloria Reyes (Detective, Madison Police Department); Melissa Gombar (Affirmative Action Specialist, Department of Civil Rights)

1. PUBLIC COMMENT

No Public Comment

2. DISCLOSURES AND RECUSALS

None

3. APPROVAL OF MINUTES

May minutes approved.

Action: Future minutes to be sent with electronic agenda.

4. CHAIRPERSON'S REPORT

Introduction of guests:

Melissa Gombar is the new hire as the Affirmative Action Specialist in the Department of Civil Rights. Melissa is pursuing MAC membership and can be a resource for statistics, resource date, and internal projects and has offered to serve as the liaison between MAC and the Women's Issues Committee.

Gloria Reyes is a long standing detective with the Madison Police Department and is exploring MAC membership.

Tariq Saqqaf is the Neighborhood Resource Coordinator with the Mayor's Office and is exploring MAC membership.

AASPIRE update:

The AASPIRE program has hired 10 people for 2013. An AASPIRE internship offers university students an opportunity to work in the public field, allows the City of Madison to work with targeted groups, and offers interns the opportunity to be hired.

Introduction of MAC name change:

Introduce the topic in July to discuss the possibility of changing MAC's name, replacing the word minority to something that is more empowering and inclusive. A name change may require an Ordinance change.

The word minority is factually inaccurate and disempowering. Getting rid of this word creates awareness of equality, inclusivity, and diversity. Having the City make a shift toward terminology that is accurate and representative can serve as a ripple effect to City departments, documents, and the

public. Changing the MAC name can be the starting place to shift focus toward appropriate outreach, promotions, hiring & screenings with increased awareness of issues of representation and diversity. Creating awareness can support legitimacy of concerns regarding the City's environment for hiring, inclusion, and retention of diverse employees. The idea is to change perception, to give validity to MAC & City employee concerns; the committee should be seen as an equal partner in City work.

Committee member concerns surrounding a name change for further discussion in July:

- Concerns about the City retaining qualified employees and maintaining diversity from current pool of employees. There is a need for encouraging inclusion and retaining diversity.
- How to encourage management to value policies currently in place.
- How to encourage management to value employee's work and the need of representing the public and targeted community groups.
- Concern that a name change can lose some of the history of MAC. A name change should include the substance and history of this group.
- Concern about mayoral support in a name change.
- A name change can serve as a catalyst for other City changes, including recognition of concerns surrounding diversity.
- If MAC adopts a name change, please consider a statement to City regarding the use of the term minority in other City documents.
- Terms commonly used in discussion included: Diversity, Inclusivity, Equality, Multi-Culture.

Action: Place MAC name change as agenda item on July agenda.

5. NEW BUSINESS

LGBT Pride month is June.

Action: Varinia del Moral will work on display cases.

6. OLD BUSINESS ITEMS

- Human Resources employee screening process. No action has been taken. Would like MAC to be a part of the process.
 - Action: Colier McNair to send the electronic version of the advisory guide to MAC members for review & suggestions.
- Affirmative Action Committee roles and responsibilities.
 - Suggestion: Have a representative attend the August MAC meeting since the July agenda will have the name change discussion.
- 50th Anniversary of the 16th Street Baptist Church, 50th Anniversary of the passing of the Equal Opportunities Ordinance & March on Washington. Charlene is the Department of Civil Rights intern who will appropriately follow up on this event.
 - Suggestion: MAC can serve as resource or to support ideas.

7. MAC ROUNDTABLE

Brainstorm to get more departmental participation with AASPIRE and Avid Tops. Melissa Gombar has volunteered to get more information and collaboration from the Human Resources department regarding affirmative action, planning, and coordination and further participation with the Avid Tops program.

Make Music Madison will take place on June 21st. Musicians and performers will perform all over the City. This event has opened the door to having the Dane County Airport allowing performances at the airport greeting City visitors.

8. ADJOURNMENT

Meeting adjourned 11:53 a.m.