

OUR CITY OF MADISON



Department of Civil Rights

Norman D. Davis – Director

CITY OF MADISON

Vision and Mission



CITY OF **MADISON**

INSPIRE Model

City of Madison Department of Civil Rights “Strong and Compassionate Leaders for Justice”

- We are drivers, our compassion drives our passion.
- We remove barriers by creating inclusion and meaningful access to resources for all.
- We address discrimination by educating, investigating, and taking corrective action.
- We advance shared prosperity by leveraging resources equitably.



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cityofmadison.com/civil-rights

INSPIRED ACTIONS
start here

EXCELLENCE
We come together to celebrate wins and the advancement of social justice.

INVOLVEMENT
With intention, proactively building trust in the community and connecting to all.

RESULTS
Success is the satisfaction of our community and colleagues. We are accountable, and seek accountability from others.



NOTICE
We listen, are empathetic, present, and transparent in our communications.

I CAN
We are part of the solution; with optimism, we actively seek to solve complex civil rights problems and end discrimination.

PRINCIPLES
We vigorously pursue the protection of civil rights and potential for all.

STANDARDS
Our decisions are guided through planning, data, and are consistently delivered with professionalism.

Strategy

**ANALYSIS /
TRAINING**

UPSTREAM

**REGULATION /
COMPLIANCE**

MIDSTREAM

**COMPLAINTS /
INVESTIGATIONS**

DOWNSTREAM

**AUDITS /
REMEDIATIONS**

Affirmative Action
Equal Opportunities
Equity & Social Justice

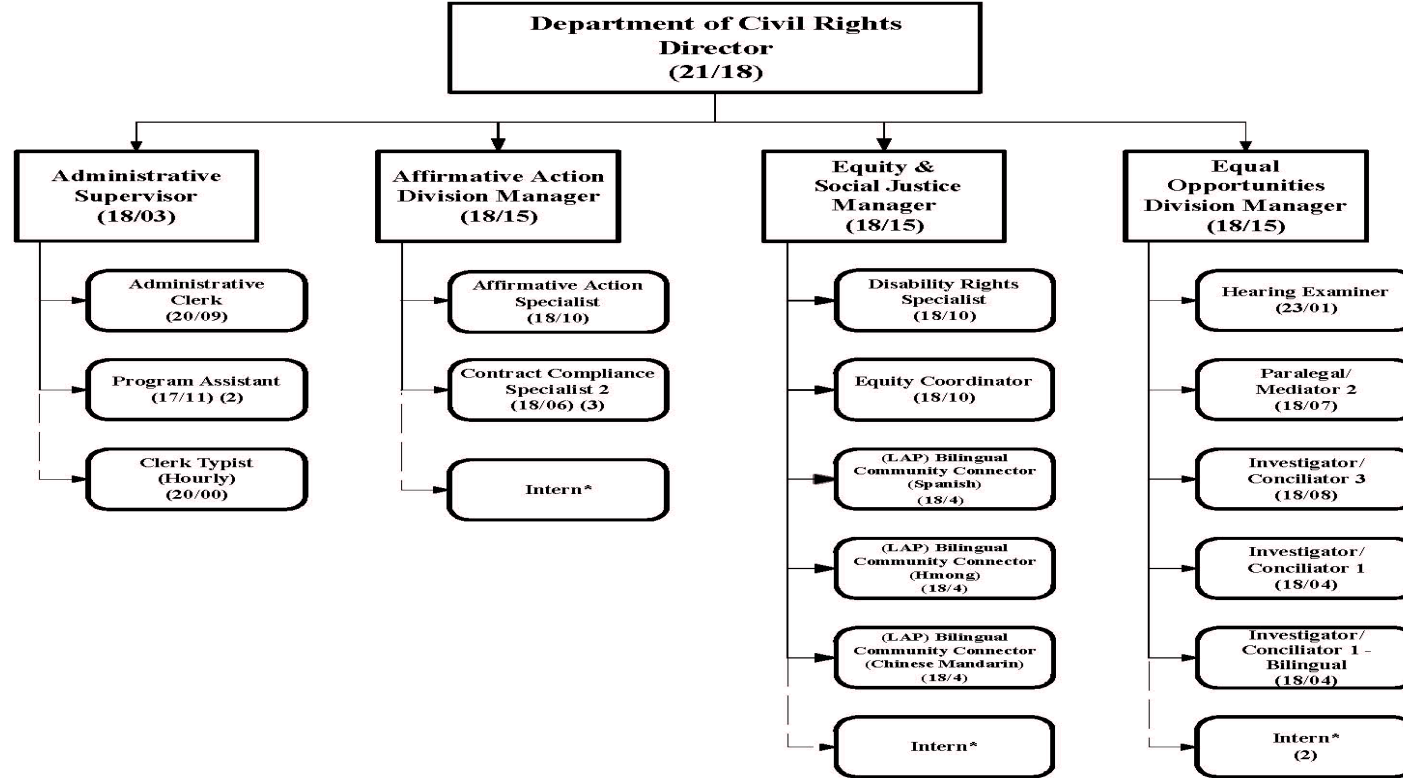
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“No, no, we are not satisfied and will not be satisfied until justice rolls down like water and righteousness like a mighty stream.”

-Rev. Dr. Martin Luther King, Jr.

Structure, Services, and Staff





*Part-Time

BOARDS/COMMISSIONS

- Affirmative Action Commission, staffed by Affirmative Action Division Manager
- Equal Opportunities Commission, staffed by Equal Opportunities Division Manager
- EOC Executive Committee, staffed by Equal Opportunities Division Manager
- Humanitarian Award Commission, Reverend Doctor Martin Luther King, Jr., staffed by Department of Civil Rights Director
- Disability Rights Commission, staffed by Disability Rights Services Specialist

TEAMS

- Neighborhood Resource Teams (NRTs)
- Racial Equity and Social Justice Action Teams

03/02/2023

Economy & Opportunity

Assist City agencies to further diversify workforce and reduce under-representation among women, people of color, and individuals with disabilities

Work with City agencies and community members to build equitable and inclusive services and transform systems to better serve our communities.

Provide additional training venues, subjects and opportunities

Equip agencies to conduct early equity impact analyses to mitigate burdens and increase benefits for marginalized community members

Provide more direct contact, attention, and meaningful access to under-served segments of the community, and

Improve awareness among community members regarding their rights and responsibilities related to employment, housing, and public accommodations.

Economy & Opportunity

Affirmative Action

[Contract Compliance](#)

[APM 3-5](#)

[Targeted Businesses](#)

[AASPIRE](#)

Equal Opportunities

[Housing, Employment and Public](#)

[Accommodations](#)

[Mediation](#)

[Training and Outreach](#)

Equity & Social Justice

[Disability Rights](#)

[Environmental Justice](#)

[Language Access](#)

[Neighborhood Resource Teams](#)

[Racial Equity & Social Justice Initiative](#)

Program Leadership

Name	Program
Norman D. Davis	Civil Rights Director
Tracy Lomax	Affirmative Action Division Manager
Byron Bishop	Equal Opportunities Division Manager
Kristy Kumar	Equity and Social Justice Division Manager
Michaelyn Gibson	Administrative Supervisor
Rebecca Hoyt	Disability Rights and Services Specialist
Tariq Saqqaf	Neighborhood Resources Teams and Racial Equity Coordinator

Common Citywide Collaborations



CITY OF **MADISON**

Common Citywide Collaborations

We collaborate with all agencies across TeamCity:

Topic (s)	Agency
Contracting Equity	Engineering, Finance, Economic Development,
Federal Compliance, accessibility, and complaints	Metro, Metropolitan Planning Organization
Policy	Mayor, Common Council, City Attorney
Budget	Finance
Housing Complaints	CDD Housing
Equitable hiring and personnel policies/actions	Human Resources

Boards, Committees, Commissions

Our agency staffs the following City of Madison Boards, Committees and Commissions:

Board, Committee, Commission	Key Staff	Chair
Affirmative Action Commission (AAC)	Tracy Lomax	Ryan Moze
Equal Opportunities Commission (EOC) & EOC Sub committee	Byron Bishop	Corinda Rainey-Moore
Disability Rights Commission (DRC)	Rebecca Hoyt, Kristy Kumar	Will Ringland
Martin Luther King Jr. Commission (MLK)	Norman Davis, Michaelyn Gibson	Corinda Rainey-Moore

Key Teams

Key team collaborations across the City:

Teams	Key Staff
Neighborhood Resource Teams	Tariq Saqqaf
RESJI Teams	Tariq Saqqaf
Language Access Steering Committee (LASC)	Kristy Kumar
Affinity Groups (MAC/WIC/LCET/Disability Resource Group/LGBTQIA+, BIPOC Care Team)	Kristy Kumar

How Alders work with Civil Rights

- Referrals to Boards, Commissions and Committees
- Equity in the Budget process
- Public Participation and Inclusion
- Alder participation in Neighborhood Resource Teams
- Sharing comments and questions on Civil Rights published reports
- Thought partnering on Civil Rights and equity related projects and initiatives

Agency Resources



Key Links

- Agency Website(s): <https://www.cityofmadison.com/civil-rights>
- Key Report(s):
 - [City of Madison Equitable Workforce Plan](#)
 - [2020 Annual Report Affirmative Action Division](#)
 - [2019 Annual Report Affirmative Action Division](#)
 - [Racial Equity & Social Justice Initiative \(RESJI\)](#)
 - [Language Access Plan](#)
- [Wisconsin State Statutes](#)

Key Links continued

- Madison General Ordinances
 - Chapter 39 – Department of Civil Rights
 - 39.01 – Director Department of Civil Rights
 - 39.02 – Affirmative Action Ordinance
 - 39.03 – Equal Opportunities Ordinance
 - 39.04 – Disability Rights Commission
 - 39.05 – Nondiscrimination Based On Disability In City Facilities And City Assisted Programs And Activities.
 - 39.06 – Reverend Doctor Martin Luther King Jr. Humanitarian Award
 - 39.07 – Equal Benefits
 - 39.08 – “Ban The Box” In City Contracting
- Council Resolutions
 - Associates in Commercial Real Estate (ACRE) – Madison Partnership
 - Equal Opportunities Building Code Complaint

Acronyms

Common acronyms used by our agency include:

DCR

- Department of Civil Rights

AAD

- Affirmative Action Division

EOD

- Equal Opportunities Division

ESJD

- Equity and Social Justice Division

RESJI

- Racial Equity and Social Justice Initiative

NRT's

- Neighborhood Resource Teams

TBE

- Targeted Business Enterprise

Acronyms

Common acronyms used by our agency include:

LAP

- Language Access Plan

AASPIRE

- Affirmative Action Student Professionals In Residence

AA Plan

- Affirmative Action Plan

AAC

- Affirmative Action Commission

EOC

- Equal Opportunities Commission

DRC

- Disability Rights Commission

MLK

- Rev. Dr. Martin Luther King Jr. Humanitarian Commission

RaISE

- Referrals and Interviews for Sustainable Employment Program

OUR CITY OF MADISON



Let's Connect!

dcr@cityofmadison.com

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