



City of Madison
Minutes
Multicultural Affairs Committee

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

October 20, 2021

11:30 am-12:30 pm

zoom

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

1. **Written Comments:** You can send comments on agenda items to MulticulturalAffairsCommittee@cityofmadison.com
2. **Register for Public Comment:**
 - Register to speak at the meeting.
 - Register to answer questions.
 - Register in support or opposition of an agenda item (without speaking).

If you want to speak at this meeting, you must register. You can register at <https://www.cityofmadison.com/MeetingRegistration>. When you register to speak, you will be sent an email with the information you will need to join the virtual meeting.

3. **Listen by Phone:**
(877) 853-5257 (Toll Free)
Meeting ID 935 6018 0066 (from Zoom):

If you need an interpreter, translator, materials in alternate formats or other accommodations to access this service, activity or program, please call the phone number below at least three business days prior to the meeting.

Si necesita un intérprete, un traductor, materiales en formatos alternativos u otros arreglos para acceder a este servicio, actividad o programa, comuníquese al número de teléfono que figura a continuación tres días hábiles como mínimo antes de la reunión.

Yog hais tias koj xav tau ib tug neeg txhais lus, ib tug neeg txhais ntawv, cov ntawv ua lwm hom ntawv los sis lwm cov kev pab kom siv tau cov kev pab, cov kev ua ub no (activity) los sis qhov kev pab cuam, thov hu rau tus xov tooj hauv qab yam tsawg peb hnuv ua hauj lwm ua ntej yuav tuaj sib tham.

MulticulturalAffairsCommittee@cityofmadison.com

CALL TO ORDER / ROLL CALL

Voting Members: 9 (6)

N a m e	Present/ Excused/ Absent	Associate Members
Amy Deming	Present	Present-Associate: Lindsay Bessick Pepe Barros Hoffens Byron Bishop Kristy Kumar Jessica ? Anna Walther Bonnie Chang Not present-Associate Michelle Gibson Norman Davis Melissa Gombar Tracy Lomax Angela Puerta Arlyn Gonzalez Jill Denson Alexandra Nieves Reyes Andre Hargianto Guest: None
Binta Ceesay	Present	
Siera Garcia	Present	
Mahanth Joishy	Present	
Michael Miller	Excused	
Nancy Saiz	Present	
Tariq Saqqaf	Present	
Neeyati Shah	Present	
David Coy	Present	
Ana Martinez	Present	

1. PUBLIC COMMENT

DISCLOSURES AND RECUSALS

Members of the body should make any required disclosures or recusals under the City's Ethics Code.

2. APPROVAL OF MINUTES

Mahanth moved to approve; David seconded

3. ELECTION OF MAC OFFICERS

Chair

- Neeyati nominated Binta Ceesay. Mahanth seconded the nomination. No other nominations
 - Vote: All in favor

Vice Chair

- Siera Garcia nominated herself. Tariq seconded. No other nominations.
 - Vote: All in favor.

Secretary

- Neeyati nominated Ana Martinez. David seconded. No other nominations.
 - Vote: All in favor.

4. STAFF SPOTLIGHT: Welcome David Coy, Data Analyst, City of Madison Fleet

- David shared his story of immigrating to the U.S. from Mexico and going to school at UW-Lacrosse
- Joined diversity groups, including the Latino group at UW-L, and learned about inequities
- Moved to Madison after school. Worked for BMO for a few years before joining the City as a Data Analyst with Fleet. Mahanth introduced him to various groups including MAC
- Joined MAC right as the survey was going out in 2019. Currently leading the 2022 survey
- David was the 2021 Employee of the Year at Fleet

5. UPDATE: MAC/WIC Survey Work Group – David

- Currently in Phase 1 (pre-survey): design and marketing
 - Team is Pepe, Lindsay, Amy, and David. So far they have looked at the previous survey to decide which questions brought value to the survey and which need to be edited
 - Marketing: need to think of ways to reach people who don't have easy access to email and computers on the job
- Phase 2 (post-survey) - analytics

6. Discussion/Topic – Employee Development for BIPOC staff, Amy Deming

- Exploring ways to provide opportunities for BIPOC to develop skills in affinity. Still in the visioning phase, so any feedback is welcome
- Possible framing:
 - Ongoing development, not one-and-done training. Opportunities to engage over a longer period of time with a learning cohort.
 - Look at leadership frameworks and models - making sure they're not enforcing a white male dominant view of leadership
 - Co-developing leadership opportunities with field staff
- What would you want to see from an affinity/learning cohort? Member feedback:
 - Need to envision new ways of thinking about leadership instead of just reacting based on what we *don't* want/what has happened to us. Exploration of new approaches, e.g. soft skills, other things that aren't always valued

- Space to co-create and be with each other
- Focus on agencies that have the highest numbers of people of color. Create space for people at different levels who don't have the time or permission from supervisors
- Transparency in how to move up, what skills are needed for each job, and what kinds of training and tests are actually relevant
- Create database for alumni of apprentice/internship programs - many are women and minorities. Share with other departments

- Cultivating community. Providing a base, sense of comfort and support. Make that more widespread and accessible.

- Themes: thinking creatively/decolonizing leadership space, accessibility for people in different work units (metro, etc.), mentorship and illuminating career paths, looking holistically at hiring and barriers to hiring/advancement

7. Member Announcements

- Siera: MAC should participate in pay equity dashboard meetings
- Shout out to Binta for representing MAC at the "Walk the Talk: A Panel Discussion on Living our Values of Racial Equity, Social Justice, and Inclusion" event

8. Next Meeting: November 17, 2021

ADJOURNMENT

Amy moved to adjourn, Nancy seconded

Workplace Harassment

[APM 3-5 PDF](#) prohibits harassment in the workplace based on protected class such as race, ethnicity, gender or disability.

If you have been harassed at work, let someone know right away: your supervisor, their supervisor, a department head, or the [Department of Civil Rights](#). You can contact Civil Rights at 266-4910 or APM3-5Complaints@cityofmadison.com. You may also [file a complaint online](#).

If you ever bring harassment or discrimination to the attention of anyone, retaliation is **never** permitted. If you feel someone is retaliating against you, tell your lead worker, your supervisor, their supervisor, a department head, or the Department of Civil Rights.

Learn more about [filing a Harassment or Discrimination Complaint](#).