



**City of Madison**  
**Minutes**  
**Multicultural Affairs Committee**

City of Madison  
 Madison, WI 53703  
[www.cityofmadison.com](http://www.cityofmadison.com)

February 17, 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](mailto: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 ### ### #### (from Zoom): 935 3621 5350

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 pab hnub ua hauj lwm ua ntej yuav tuaj sib tham.

[MulticulturalAffairsCommittee@cityofmadison.com](mailto: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 Binta Ceesay Michelle Gibson  Present-Guests: Kristy Kumar Ana Martinez Jill Denson
Carla Garces-Redd	Present	
Siera Garcia	Present	
Mahanth Joishy	Present	
Michael Miller	Present	
Nancy Saiz	Present	

Agenda

Tariq Saqqaf	Present	Alexandra Nieves Reyes Andre Hargianto  Not present-Associate: Norman Davis Melissa Gombar Tracy Lomax Angela Puerta Arlyn Gonzalez
Neyyati Shah	Present	
David Coy	Present	

**1. PUBLIC COMMENT**

None

**DISCLOSURES AND RECUSALS**

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

None

**APPROVAL OF MINUTES**

Saiz moved to approve, Miller seconded

**NEW BUSINESS ITEMS**

2. Guest Speaker: Welcome Deputy Mayor Reuben Sanon

Not present — tabled for now

3. MAC/WIC Subcommittee Report Out

- a. Executive Common Council Update Presentation (2/2)
- b. Discussion: Accountability & Transparency –now what? What is our end goal for each recommendation? What is best use of MACs time? what does better off and progress look like?
  - Awareness of the issues identified in the MAC/WIC survey has come a long way
  - Part of MAC's role is to build relationships with departments/leaders who can take action on our recommendations
    - Can we invite people from departments that have taken ownership of recommendations to provide progress updates at our committee meetings?
  - Another part of MAC's role is to provide peer support of employees of color
- c. Discussion: Proposed MAC WIC Survey Plan

2021	Monitor, track and make progress on recommendations
2022	Skill up committee members on data collection, analysis & reporting, secure funding & resources, outreach plan
2023	Administer workplace climate survey

- General consensus that timeline is too long. Member feedback:
    - If we do the survey sooner (2022), we can evaluate the impact of our recommendations and progress
    - It is possible that more people will fill it out now that we have demonstrated progress
    - Fresh survey results will keep the conversation and work going
  - Pulse surveys could be useful to us as well, but random samples may not always include many employees of color
  - Small group will discuss pros and cons of how and when to administer the next MAC/WIC survey and then report back to the committee: Amy, David, Mahanth, Siera, Carla
1. Discussion: Communicating about MAC
    - Amy is working on strategic communication plan for MAC
    - Request for members to reflect on what people need to know about us, what kinds of communication work best, how often, etc., and share back at our next meeting
  2. Member Announcements
    - a. [LPA Conexiones: Loteria Edition 2/18 6pm FB](#)
    - b. Rental Assistance Funding & Questions- Contact Nancy Saiz for more information
  3. Next Meeting: March 17, 2021

**ADDITION:**

Share widely: **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](mailto: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](#).

**ADJOURNMENT**

Deming moved to adjourn, Coy seconded