



City of Madison
Agenda
Multicultural Affairs Committee

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

June 16, 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 927 4949 4176 (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 nhub 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: Norman Davis Lindsay Bessick Byron Bishop Guest Pooja Gundimeda Saran Ouk Not Present: Pepe Barros Hoffens Michelle Gibson Melissa Gombar Tracy Lomax Angela Puerta Arlyn Gonzalez Kristy Kumar Ana Martinez Jill Denson Alexandra Nieves Reyes Andre Hargianto
Carla Garces-Redd	Present	
Siera Garcia	Present	
Mahanth Joishy	Present	
Michael Miller	Present	
Nancy Saiz	Present	
Tariq Saqqaf	Absent	
Neeeyati Shah	Present	
David Coy	Present	
<i>Binta Ceesay</i> <i>*awaiting appointment</i>	Present	

1. PUBLIC COMMENT

DISCLOSURES AND RECUSALS

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

- No disclosures or recusals

2. APPROVAL OF MINUTES

- Amy moved to approve; Nancy seconded

3. SPECIAL ELECTIONS: CHAIR

- Neeeyati nominated Binta. Amy seconded. Binta accepted the nomination
- Vote: unanimous in favor of electing Binta Ceesay as MAC Chair

4. STAFF SPOTLIGHT: Welcome Saran Ouk- Resource Manager

- Saran shared her journey from Cambodia to the U.S.
- Graduated from UW-Madison in Community and Nonprofit Leadership
- Has been a Big Brothers Big Sister Mentor for 12 years
- Started with the City as an AASPIRE intern in DCR in 2014
- Currently:

- Office of Business Resource Manager, Economic Development Division
- CEO of nonprofit conNEXTions + Dream Bigger LLC
 - www.connexions.org

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

a. Project Charter Review

- Sponsors are Norm, Harper, and the Mayor
- Survey is lead by MAC/WIC, and PE (Kara Kratowicz) will be collaborating with the work group. Decision-making and final approvals come from MAC and WIC

6. **UPDATE:** Data Dashboard– Review Finance Intern Project Charter

- Pay Equity Analysis will examine current employees, change of employees over time, turnover, and promotion, by: gender, age, tenure, full time/part time status, and job class
- MAC/WIC will be involved with communication and what we do with the data after it's analyzed

7. Initial Discussion: How do you feel about MAC meetings post pandemic?

- Desire for both in person and virtual options, in some combination. Zoom reduces barriers for transportation and commute time
- Options: in person once per quarter, at rotating locations (not just downtown). Possibly including a Zoom option even for in-person meetings if technology allows

8. Member Announcements

- a. Join us for [Zoom Lunch!](#)

9. Next Meeting: July 21, 2021

- a. HR Update-Harper Donahue

ADJOURNMENT

Amy moved to adjourn; David 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](#).