



**City of Madison**  
**Agenda**  
**Multicultural Affairs Committee**

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

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**May 19, 2021**

**11:30 am-12:30 pm**

**zoom**

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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 991 3220 9104 (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](mailto:MulticulturalAffairsCommittee@cityofmadison.com)

**CALL TO ORDER / ROLL CALL**

**Voting Members: 9 (6)**

<b>N a m e</b>	<b>Present/ Excused/ Absent</b>	<b>Associate Members</b>
Amy Deming	Absent	Present: Binta Ceesay Pepe Barros-Hoffens Michelle Gibson Linda Vakunta  Guest: Yolanda Shelton-Morris  Not Present: Lindsay Bessick Byron Bishop
Carla Garces-Redd	Present	
Siera Garcia	Present	
Mahanth Joishy	Present	
Michael Miller	Present	
Nancy Saiz	Absent	
Tariq Saqqaf	Present	
Neeyati Shah	Present	
David Coy	Present	

**1. PUBLIC COMMENT**

**DISCLOSURES AND RECUSALS**

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

**APPROVAL OF MINUTES**

Miller moved to approve, Coy seconded

**STAFF SPOTLIGHT:** Welcome Yolanda Shelton-Morris, CDD Manager (12 min)

- Has been Community Resources Manager in CDD for 18 months
- Also working part-time as adjunct lecturer at UW School of Social Work
- Using her role to examine the “why” behind how we do things to make sure the systems in place are serving, impacting, and supporting both staff and the community

**OLD BUSINESS**

1. MAC/WIC Subcommittee Report Out

- Mayor prefers one workplace climate survey as opposed to separate MAC/WIC and PE surveys. Subcommittee met with PE to discuss whether we can align our goals (centering the voices of BIPOC and marginalized genders) - inconclusive

- Member feedback:
  - MAC/WIC survey needs to come from MAC/WIC – decision-making, survey data, marketing – because getting a high response rate and the kind of anecdotal information we are seeking requires trust and relationships
  - Ideally more automated, less time spent by MAC/WIC on administration of survey
  - Autonomy with writing the questions - don't want them to be watered down
  - Questions are important but also the report - what story do we tell with the data? Focus on the reality, not painting a nice picture
  - Next steps: draft one-pager clearly stating our goals; set expectations for roles (MAC/WIC and PE); send to Kara and Mayor's office to review

2. Data Dashboard Update – Finance Intern Project

- Progress on another recommendation from previous MAC/WIC survey
- Green light from HR, DCR, and Finance. Finance intern will create a Power BI (interactive data) dashboard for city's compensation and demographic data. There is a meeting scheduled to talk about who will have access and what we will do with the data. Anyone interested in getting involved can contact Carla

**NEW BUSINESS ITEMS**

1. Common Council Q&A – Karen Kapusta-Pofahl

- Not discussed

2. Discussion: Transparency & Accountability: What kind of information do you want shared? By Mayor, by your Department Head, by your Supervisor?

- What deliverables, actions, work products do we want to see?
- Accountability
  - Approach informed by growth mindset vs. shame
  - Extending grace when pointing out issues. Introduce principles of restorative justice. Talk about the harm done or opportunity lost
  - Relying on some of the same agreements we use in RESJI trainings: intent vs. impact, hard on systems, etc.
    - Yes/and counterpoint: top level needs more pressure to push through changes that employees work hard to implement. Also need firm accountability for workplace respect (example: slurs used at committee meetings)
- Transparency
  - Communicating changes ahead of time so we can plan, think about who needs to be involved, and get them involved sooner
  - Hiring – some of the tests required in the application process seem irrelevant to the job. Why do we use these? Need equitable hiring analyses for all positions
  - Transparency does not automatically equal trust. Throwing information out there isn't the same as intentional communication

3. Special Elections

- Carla is leaving the City; MAC will elect a new Chair at the June meeting

4. Member Announcements

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

5. Next Meeting: June 16, 2021

- a. Staff Spotlight: Saran Ouk Business Resource Manager

**ADJOURNMENT**

Joishy moved to adjourn; Saqqaf 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](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](#).