

REGULAR meeting of the Board of Equal Rights Commission held Wednesday, March 2, 2011 in room 301-B of City Hall, Milwaukee, Wisconsin.

PRESENT: George Williams, III, Chairperson
Genyne Edwards
Ray Vahey
Carlos Amador
Leslie LaBonte

EXCUSED: Renee Taylor, Vice-Chairperson

Staff: Maria Monteagudo, Employee Relations Director
Rebecca Reyes Duke, HR Compliance Officer
Excused: Marynell Regan, Assistant City Attorney

Chairperson Williams called the meeting to order at 2:05 p.m.

Agenda Item #1

Minutes from the December 15, 2010, Equal Rights Commission meeting were approved.
(Vahey/Amador)

Agenda Item #2

Paid Sick Leave Ordinance (PSLO) Update

Ms. Monteagudo gave a brief update on the status of the PSLO as relayed by the City Attorney's Office. She stated that the PSLO challenge is pending before the Wisconsin Court of Appeals and that the City of Milwaukee is not a party to the appeal. She stated that the Court did not hold additional oral arguments after the Wisconsin Supreme Court deadlocked. The parties are now waiting for the decision of the Appeals Court but there is no timeframe indicated as to when that decision will be rendered. Ms. Monteagudo added that on February 23, 2011, Senate Bill 23 was introduced in the state legislature. The proposed SB 23 will preempt and render void, the PSLO and will prohibit the enactment of any similar future paid or unpaid leave ordinance whether enacted through direct legislation or through adoption of a City ordinance. Ms. Monteagudo stated that there have been no updates to SB 23 to date, but she will forward the legislation language to the Commissioners for review and she will keep them posted as to any new developments.

Chairperson Williams introduced a motion to receive the PSLO report. Commissioner Edwards moved and Commissioner LaBonte seconded. The report was received and Chairperson Williams then moved on to the next agenda item.

Agenda Item #3

Accountability Committee Report

Ms. Monteagudo stated that the committee met on February 15, 2011. At that meeting, the members determined that the 2001 agenda should focus on the following areas:

- Identifying the progress of City departments in adhering to strategies and meeting deliverables identified in the 2011 City Budget process;
- Addressing areas identified in the 2010 Public Policy Forum Report on Tracking Local Government
- Working in support of the Common Council’s Milwaukee Promise Initiative (Ald. Hamilton) which focuses on evaluating the effectiveness of City policies, programs and expenditures intended to address the problems of disparity and inequality in the City of Milwaukee.

In addition to these items, the Committee will also invite the Milwaukee Area Workforce Investment Board (MAWIB) and the Housing Authority-City of Milwaukee to attend and present at a future Equal Rights Commission meeting.

Chairperson Williams asked for questions and/or comments from Commissioners. Hearing none, he asked for a motion to accept the Accountability Committee Report. Commissioner Amador moved and Commissioner Edwards seconded.

Chairperson Williams added that he had met with Alderman Hamilton who stated that he is interested in working with the ERC in relation to the Milwaukee Promise Initiative. Chairperson Williams stated that Alderman Hamilton is awaiting departmental metrics which will identify programs and expenditures that are intended to address the problems of disparity and inequality. Chairperson Williams indicated that once those metrics are received, the ERC will have an opportunity to review the information and determine what direction to take from there.

Chairperson Williams then moved on to the next agenda item.

Agenda Item #4

Community & Neighborhood Engagement Committee Report

Ms. Monteagudo stated that the Community and Neighborhood Engagement Committee (CNEC) met on February 28, 2011. She stated that this committee has identified their goals for 2011 and preliminary strategies on how to attain those goals as follows:

Goals	Preliminary Strategies
Recognizing accomplishments and best practices in the community	William T. Green Equal Rights Award proposal. Looking at finalizing criteria at an upcoming committee meeting.

<p>Facilitating community discussions relating to equal rights and equal opportunities with neighborhood groups.</p>	<ul style="list-style-type: none"> • Invite Human Rights Coalition to next ERC meeting; • Identify other agencies in the group of 11 that expressed interest; • Reach out to neighborhood associations to assess community needs.
<p>Providing, sponsoring or participating in informational/educations programs addressing equal rights issues and the laws prohibiting discrimination.</p>	<p>Assess opportunities to collaborate with local colleges and universities in training, facilitated discussions or brainstorming sessions.</p>
<p>Promoting equal opportunities, and the availability of services and programs in the City of Milwaukee.</p>	<ul style="list-style-type: none"> • Assess opportunities to work with the Milwaukee Workforce Investment Board. • Assess opportunity and/or need to create links from Council members pages to ERC webpage.

Ms. Monteagudo stated that the CNEC will be finalizing the award criteria in the near future and once finished, will present it to the full Board.

Ms. Monteagudo indicated that in relation to facilitating discussions with community agencies, the CNEC will be inviting the Human Rights Coalition (HRC) to the next scheduled ERC meeting. The CNEC will continue to make contact with those agencies that have expressed an interest in meeting with the ERC and will schedule those agencies to present at future meetings. Ms. Monteagudo stated that in addition to connecting with community agencies, the CNEC has discussed reaching out to neighborhood associations in the same manner that we have reached out to community groups. Ms. Monteagudo asked the Commissioners if they had any preference as to what community agency should be scheduled next.

Commissioner Vahey suggested contacting Voces De La Frontera or the National Association for the Advancement of Colored People (NAACP).

Commissioner La Bonte stated that those are good options, but she felt that those groups that have already expressed interest should be contacted first. She stated that once that list has been exhausted, we begin a second round with invitations to the agencies that Commissioner Vahey suggested.

Commissioner Edwards commented that when contacting the neighborhood groups, it may be better to start with the larger community development organizations that typically include those smaller groups.

Chairperson Williams asked for additional questions/comments. Hearing none, he asked Ms. Monteagudo to continue.

Ms. Monteagudo stated that in relation to collaborating with local colleges and universities, the CNEC had done some work in this area last year in anticipation of the proposed Human Rights Institute initiative at Marquette University. She stated that this

initiative is currently on hold due to the upcoming change in leadership at MU. With that, the CNEC is compiling a list of public affairs contacts at other local colleges and universities and will begin making contact in the near future.

Chairperson Williams asked for questions/comments. Hearing none, he asked Ms. Monteagudo to continue.

Ms. Monteagudo stated that the CNEC has already begun working on their fourth goal with the proposed invitation to Don Sykes, Executive Director of the Milwaukee Workforce Investment Board (MAWIB), to present at a future ERC meeting. In addition to reaching out to MAWIB, the CNEC will continue to assess opportunities to collaborate with the Common Council on promoting the availability of equal rights related services and programs in the City of Milwaukee.

Chairperson Williams asked for questions/comments from Commissioners. Hearing none, he asked for a motion to accept the report from the Community and Neighborhood Engagement Committee. Commissioner La Bonte moved and Commissioner Edwards seconded. The report was accepted and Chairperson Williams moved on to the next agenda item.

Agenda Item #5

Future Meeting Dates

The Community & Neighborhood Engagement Committee and the Accountability Committee will meet on Thursday, April 21, 2011 at 8:00 a.m. and 3:00 p.m., respectively.

The next meeting of the ERC is scheduled for 2:00 p.m. on Wednesday, May 18, 2011.

The meeting adjourned at 2:40 p.m. (Williams/Vahey)

REGULAR meeting of the Board of Equal Rights Commission held Wednesday, October 5, 2011 in room 301-A of City Hall, Milwaukee, Wisconsin.

PRESENT: Jeffrey Roman
Linda Reaves
Leslie LaBonte
Mayhoua Moua

EXCUSED: Jay Botsford

Staff: Maria Monteagudo, Employee Relations Director
Rebecca Reyes Duke, HR Compliance Officer
Marynell Regan, Assistant City Attorney

Ms. Monteagudo assumed the role of Chair at this point and called the meeting to order at 2:07 p.m.

Agenda Item #1

Minutes from the March 2, 2011, Equal Rights Commission meeting were held over until the next regular meeting of the ERC.

Agenda Item #2

Welcome New Commissioners and Introductions

Ms. Monteagudo began by welcoming the new Commissioners. The Commissioners and staff introduced themselves and briefly described their background and experience.

Agenda Item #3

Overview of the role of the ERC and Committee Structure

The Commissioners were provided with informational packets including the Rules and Regulations of the ERC that were adopted in 2009 following the re-establishment of the Commission, and the 2009 Annual Report of the ERC. Ms. Monteagudo referenced the packets as she began with a brief overview of the history of the ERC and its transition over the years. She stated that in 2009, the City adopted a new ERC model by shifting from a complaint investigation model to a model that relies on oversight and accountability activities. The Commission's duties are outlined in Chapter 109 and 112 of the Milwaukee Code of Ordinances. Ms. Monteagudo discussed the committee structure of the new ERC with the initial establishment of the Accountability Committee, the Community and Neighborhood Engagement Committee and under Ch. 112, the Paid Sick

Leave Ordinance Committee. Ms. Monteagudo then asked Attorney Regan to update the Commissioners on the current status of Chapter 112 and the PSLO.

Attorney Regan stated that Chapter 112 of the MCO is no longer active as it is pre-empted by State Law that prohibits its' enforcement. She indicated that the final appeal date to challenge the law is October 25, 2011.

Ms. Monteagudo indicated that the Commissioners should think about what committee they would like to serve on as committee selections would be determined at the next ERC meeting. Ms. Monteagudo briefly discussed the ERC activities over the past year and again referenced the 2009 ERC Annual Report for their review.

Ms. Monteagudo then asked if there were any questions. Hearing none, she moved on to the next agenda item.

Agenda Item #4

Election of Chair and Vice-Chair

Ms. Monteagudo explained the role of the Chair and Vice-Chair and then asked for nominations, indicating that self-nominations were allowed.

Hearing no other nominations, Commissioner Roman self-nominated for Chair. Ms. Monteagudo asked if there were any other nominations for Chair of the ERC. She asked this question two more times and hearing no other nominations, congratulated Commissioner Roman on his new role as Chair of the Equal Rights Commission.

Ms. Monteagudo then asked for nominations for Vice-Chair of the ERC. Commissioner Reaves self-nominated for Vice-Chair. Chairperson Roman nominated Commissioner LaBonte. Commissioner LaBonte declined indicating she would prefer to sit on a committee rather than Vice-Chair. Commissioner LaBonte then seconded Commissioner Reaves self-nomination. Ms. Monteagudo asked three times if there were any other nominations. Hearing none, Ms. Monteagudo congratulated Commissioner Reaves on her new role as Vice-Chair of the ERC.

Agenda Item #5

Overview of Wisconsin's Public Meeting Law and Milwaukee's Lobbying Ordinance

Ms. Monteagudo introduced Jim Owczarski, Deputy City Clerk. Mr. Owczarski presented an overview of the Lobbying Ordinance that included the following points:

- The Ordinance requires lobbyists to register with the City, obtain a license, and regularly report their activities to the City.
- According to the ordinance, appearance in front of the Common Council or one of its committees, or any communication with an individual's own council member are not considered "lobbying".

- A lobbyist is any person who is employed by a principal or contracts for or receives economic consideration other than reimbursement for actual expenses from a principal, and who lobbies on behalf of the principal for 2 or more hours within a single reporting period.
- The burden is not on the Commission or individual Commissioners to remind lobbyists or principals of their reporting requirements.
- Contact made with a Commissioner to seek to influence legislation requires disclosure.
- Disclosure is not required when the Commission asks an agency to provide information related to the Commission's agenda, as the agency is not trying to influence the outcome of legislative action.

Mr. Owczarski provided the Commissioners with a link to the City Clerk's website on lobbying activities. He stated that the website provides a plethora of information on lobbying including a list of registered lobbyists, a frequently asked questions link, and the lobbying handbook. The link can be accessed at www.milwaukee.gov/lobbying.

Ms. Monteagudo then introduced Melanie Swank, Assistant City Attorney, who presented an overview of the Wisconsin Public Meeting and Public Record Law. A handout was distributed by Attorney Swank (attached to the minutes). The presentation included recognition of the fact that the Equal Rights Commission is a government body created by ordinance in addition to the following points:

- Requirements of the body to prepare and post agendas 48 hours in advance of meetings;
- Definition of a meeting includes whenever there is a quorum of Commissioners at any location;
- Description of agenda items should be enough to ensure public's awareness of items to be discussed;
- The use of email as a communication mechanism between Commission members and staff;
- State laws allows for a public comment section on meeting agendas but it does not require it;
- The circumstances under which the Commission can convene in closed session and the requirements to follow (agenda notice and voting requirements).

Attorney Swank informed the Commissioners that if they had any questions, they could contact her directly.

Agenda Item #6

Next Meeting Date

The next meeting of the ERC is scheduled for 1:30 p.m. on Wednesday, November 16th, 2011.

There being no further business, Chairperson Roman adjourned the meeting at 3:25 p.m. (LaBonte/Moua)

