

CITY OF MILWAUKEE EQUAL RIGHTS COMMISSION
Committee Meeting Minutes

Committee:	Compliance & Enforcement	
Meeting Date:	Wednesday, April 28, 2021	
Attendees:	Jennifer Bennett, Martha Collins, Tony Snell, Nikki Purvis, Odalo Ohiku, Shelley Gregory, Stacy Tyler, Jeff Berry, Patricia Ruiz-Cantu, and Becky Rabatin	
Agenda Item	Discussion Summary	Action Items
1. Committee Vice Chair	<p>Martha Collins noted appointment or designation of Committee Vice Chair are on hold until the new commissioners have been confirmed and sworn into their position.</p> <p>Committee chairs are to be appointed by the Equal Rights Commission (ERC) Chair.</p>	
2. CEC Workgroups	<p>Governance Committee addressed setting up several workgroups within ERC committees to complete work. Workgroups would include organizations, community members, advocates, City staff, etc. not just commissioners or staff. Workgroups do not have to go through a vote to workgroup members.</p> <p>Tony Snell previously sent an email describing expectations for the next few months for the full commission and for the individual committees. Upcoming items to be addressed by the Compliance and Enforcement Committee.</p> <p>Compliance and Enforcement Committee Workgroup for: May – AAPI Discrimination as a Civil Rights Implication (identify panelists, develop questions, possibly bring in CA Office and MPD);</p> <p>July – Racism as a Public Health Crisis. (Bring in MHD, DHHS, and community health advocates)</p>	<ul style="list-style-type: none"> • Jennifer to identify need for CEC Workgroups and their charge relating to compliance and enforcement, will present at the next full Commission meeting. • Communications Committee to review matrix identifying CEC Workgroups and provide language for flyer to be distributed via enotify.
3. Status of Request to City Attorney's Office	<p>Jennifer Bennett wanted to address former ERC Commissioner Chaz Ordenaz' letter to the City Attorney's office re Assistant City</p>	<ul style="list-style-type: none"> • Jennifer to forward former Commissioner Ordenaz' request to Deputy City Attorney Odalo Ohiku. • Deputy City Attorney Odalo Ohiku to work on

	<p>Attorney (ACA) representation duties for the ERC. Deputy City Attorney Odalo Ohiku stated he will be attending ERC and Compliance and Enforcement meetings, if he cannot attend the CA Office will have representation at the meetings. The City Attorney's Office is in the process of filling vacant positions within the office and will be assigning an ACA to the ERC.</p>	<p>assigning an Assistant City Attorney to the Equal Rights Commission.</p>
4. Strategic Plan Next Steps	<p>Commissioner Jennifer Bennett tabled agenda item until full committee is present and new commissioners are assigned to committees. Jennifer stated the Committee will need to review the strategic plan and adjust accordingly.</p>	<ul style="list-style-type: none"> • Becky to place Strategic Plan Goals into Microsoft Teams.
5. Remaining Committee Calendar for 2021	<p>Jennifer Bennett previously proposed a schedule of the fourth Wednesday of the month from 4:00 – 5:00 pm. November and December meetings will be held on the second Tuesday each month from 4:00 – 5:00 pm.</p> <p>Tony requested an e-notify go outlining dates of all Committee and Commission meetings and post on the ERC webpage.</p>	<ul style="list-style-type: none"> • Becky to schedule remainder of meetings in Zoom and send out e-notify outlining schedule of all Commission and Committee meetings. • Diane Lopez to post schedule on ERC webpage.
6. Miscellaneous Items	<p>Guest Jeffery Berry asked how he and City staff can participate in ERC Committees and/or Workgroups. Martha Collins noted to reach out ERC staff and commissioners but to sign up for e-notify as well.</p> <p>Jeffery Berry asked how an individual can file a complaint unanimously due to concerns about retaliation. City of Milwaukee Personnel Complaints would go to the Equal Employment Opportunity Commission (EEOC) not the ERC; however Martha Collins will follow up with the City Attorney's Office as to retaliation.</p> <p>Jeffery Berry noted individuals have been leaving the department in which he works and there is concern of the</p>	<ul style="list-style-type: none"> •

	list of possible candidates to replace the vacant positions are diverse.	
7.	Adjournment	