

#Driven But Denied We Need Your Help!

Lisa Banks, Nicole Sampson, Rukiya Swan, Sonci Clair-Thomas: We are four African American women who work for Madison Metro Transit. In our years of Metro work experience we are witnesses to various acts of racial discrimination. Highly qualified African American candidates are kept from management positions. Additionally, we have been denied promotions and lateral transfers into non-clerical positions and proper job classification. All of the above is compounded by Metro's rampant nepotism and cronyism. **We say, "Enough!"**



Left to Right: Lisa Banks, Nicole Sampson, Rukiya Swan, [not pictured] Sonci Clair-Thomas

Metro Facts:

- **476** Employees, 20% African American
- Most African American employees are drivers
- There is **ONE** African American supervisor
- Most recent hire of an African American supervisor: **1988**

In July 2014, Lisa, Nicole, Rukiya, and Sonci filed **discrimination complaints** to the Wisconsin Department of Workforce Development, to expose Metro's injustice and make a system that is fair to all.

We want from Metro:

- Objective job qualifications
- Blind Application Process
- Hiring code of ethics
- Accountability over HR
- Access to all training, conference and learning opportunities available to city employees
- Department specific training and learning opportunities
- Minority representation on hiring panel, leadership, and all levels of management
- Transparency in all aspects of training, hiring, and promotion opportunities

We want from the City of Madison:

- Hiring probation on Metro
- Retraining of HR
- Outside hiring panel-members from other units, including minorities, to create a diverse hiring panel
- Written code of ethics for hiring
- Investigation of nepotism at Metro and other city departments

You CAN Help!

- Tell Friends & Family
- Like us on Facebook:
Driven But Denied
- Follow us on Twitter: #DrivenButDenied

Community Leaders:

- Host a listening Session with us
- Help us dialogue with Madison Metro

Speak Out:

Metro General Manager:

Ckamp@cityofmadison.com

Civil Rights Dept: dcr@cityofmadison.com

Mayor's Office:

<https://www.cityofmadison.com/mayor/contact>

or by phone: 608-266-4611

