



City of Madison
Meeting Minutes - Amended
AFFIRMATIVE ACTION COMMISSION

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

Tuesday, June 12, 2007

5:00 PM

215 Martin Luther King, Jr. Blvd.
Room LL-120 (Madison Municipal Building)

1 **CALL TO ORDER at 5:03 p.m.**

2 **ROLL CALL**

Present: Joseph R. Clausius, Bert Zipperer, Tracey A. Caradine, Heidi M. Pascual,
Augustine S. Tatus, Victoria S. Selkove, Bhavani "Shree" Sridharan and Lucia
Nunez

Excused: Nitza A. Pfaff

3 **PUBLIC COMMENT- none**

4 **APPROVAL OF MINUTES**

**A motion was made by Zipperer, seconded by Caradine, to Approve the Minutes.
The motion passed by acclamation.**

5 [06424](#) Request for a study and recommendations to improve gender balance in City of
Madison committee, commission and board appointments.

A motion was made by Zipperer, seconded by Tatus, to RECOMMEND TO COUNCIL WITH THE FOLLOWING RECOMMENDATIONS - REPORT OF OFFICER Alder Brenda Konkel spoke on Resolution #06423 and #06424 to study gender equity in top management positions and on commissions, committees and boards. She explained that the process in place has the Mayor making decisions with Common Council approval and they should have a more systematic way of looking at hiring trends. She added that she doesn't want to place blame on anyone but to come up with recommendations.

Tracey Caradine commented that it is difficult to get appointed to commissions and questioned the selection process, the available pool of applicants and database of potential applicants.

Alder Konkel added that we need to look at the form and the referral process for the commissions. One indicates on the form the top three choices. How can this form be improved upon?

Selkove read the resolution and described the process of referral from the Common Council to the AAC and that the AAC can either approve, amend or reject the resolutions. Selkove pointed out that there are three parts of both resolutions: study the trends, make recommendations, and produce a report.

Nuñez added that Alder Konkel, Chair Selkove and herself had met and mentioned that the Mayor's office should be added to Resolution #06424 to study commissions, committees and boards since they track the information and make the appointments. Also Nuñez added that DCR staff would be taking the application form for commissions to all the summer festivals this year, as well as the town hall meeting they were planning.

Zipperer offered to make a motion. Caradine added that these studies should also look at race and ethnicity and people with disabilities. Nuñez reminded them that the data collection on people with disabilities has only started this year. Alder Konkel added that we cannot address these trends hire by hire. Only five department heads are women and the top salaries of the department and division heads are being paid to men. There is nothing in the resolutions about a time line.

Zipperer made a motion to endorse the resolutions with the amendment to include race and ethnicity and disabilities in the study, recommendations and annual report. Also for Resolution #06424 to study balance on commissions, committees, and boards, the Mayor's office should be included since they track and make final appointments to commissions. Tatus seconded the motion. Caradine wanted to make sure that the study did not pit minority against minority. Selkove mentioned that a subcommittee of the AAC would need to define top management and the depth of the study. Pascual shared from her experience in the Philippines that instead of comparing positions look rather at what they actually do. Clausius added that the subcommittee can help define what positions would be studied and come up with recommendations. Sridharan expressed two concerns: one: how these volunteers were appointed to the commissions, and two: were there other commissions, other than AAC, that need to be involved in the process. He also wondered if this issue was too big and perhaps this could be some combined effort with another commission.

Nuñez questioned what positions apply. She said the DCR will provide the data and we will provide it based on the AA/Civil Rights Compliance plans. The

commission does not have to worry about doing the work. This is something that the DCR, under our ordinance, should provide. She suggested involving the Mayor's office in this and that the Mayor could use this as a tool to hold people accountable.

Alder Konkel asked if an amendment to say that the Mayor's office should be involved is needed? Zipperer is glad this is being done since this has been talked about for several years and one in five people in the City are representatives of non-European backgrounds. Pascual thanked Konkel and stated that she thought the purpose of the AAC was to recommend something that we can take action on or change. Clausius commended Konkel for proposing these resolutions and said she could add his name as a co-sponsor. Nuñez re-read the motion and Selkove called for a vote. Vote passed unanimously

Selkove then mentioned Jeff Erlanger's passing, and she asked Norman Davis to send updated funeral information. Sridharan asked if we could pass a resolution to acknowledge Jeff's contributions. Zipperer asked if it could be done quickly and Nuñez said she would see what we could do. The motion passed by acclamation.

- 6 [06423](#) Request for study on and recommendations to improve gender balance in top City of Madison management positions and subsequent salaries.
- A motion was made by Zipperer, seconded by Tatus, to RECOMMEND TO COUNCIL WITH THE FOLLOWING RECOMMENDATIONS - REPORT OF OFFICER. The motion passed by acclamation.

7 **DCR DIRECTOR's REPORT - LUCIA NUNEZ - Presented for information only. No action required (15 minutes)**

Lucía reported that the DCR officially moved to the City County Building, Rm. 523. Next month the AAC meeting could will be held in our new conference room. The DCR held the first town hall meeting at the Deaf Lutheran Church on May 31st, and had staff present from each program. The biggest glitch was that Deaf Link didn't work at the off-site location, but we still good feedback. The DCR will hold a series of town hall meetings, and the next meetings are scheduled for August. Lucía will forward the dates. We have twelve AASPIRE interns. Amanda Parish is the DCR intern. Clausius asked what the City's capacity is for more AASPIRE interns, and Lucía said all departments always want more interns. Selkove asked if internships are available during the year. Lucía said we can look at ways of expanding this very successful program. Adam Nelson came back on another program. She said we also held an orientation for the nine new alders, which Clausius said was very good. Lucía said it was a good way to get our issues to the alders. There are good opportunities for recruitment regarding the vacant positions for the Human Resources Director, Treasurer, and the Economic and Community Development Director. Harper Donahue has been developing different approaches for these recruitments. Pascual appreciated Harper contacting her because she felt there was something wrong when she contacted Human Resources. Lucía asked the commissioners to contact the DCR and to get these positions out to as many applicants they can. Lucía also attended a national EEOC conference in Memphis. There were some crucial legal updates. A reception was held at the National Civil Rights Museum - all of the major benchmarks of the Civil Rights Movement were displayed. She came back thinking about some goals and objectives. One major focus is the

disproportionate number of minorities in confinement. There were some great legal updates with a focus on intent and racism. There has been some work on Implicit Association. The target case took place at Harvard University and this case allowed social science research, which was the first time social science research has been allowed in a case. She and staff also attended the Senate Committee on Affirmative Action (SCAA) on June 4th. N. Davis recouted the content and tenor of that meeting, and referred everyone to the SCAA web site for the full audio recording. Pascual asked if we can make a resolution opposing these proposals.

Zipperer moved that we make a statement regarding affirmative action to the legislative council along with adding an educational component for the commission to cover the legal, philosophical, and operational elements of affirmative action so that we can be well-informed spokespeople. Pascual seconded and Selkove called for a vote. The motion passed. Pascual was assigned by the group to draft the statement. Tatus wants to be included on the draft of the resolution. Selkove reminded the commission they need to be careful about the open meeting rules and sending e-mails. Zipperer said expanding AASPIRE can help us get some things that we talked about. He is worried that there is a "proportionate" minority contact, and is concerned about the term.

**8 COMMON COUNCIL UPDATE - JOE CLAUSIUS - Presented for information only.
No action required (5 minutes)**

Joe said there are nine new Council members. All of them are in the thick of the debate. The election disparities issue has been at the forefront. Before the spring elections, there was a gentlemen of a certain political party working in the Clerk's office. This issue got a little out of hand, and it affected poll workers. There was some debate and it was referred to the Elections Committee where it was studied, taken apart, and watered down. They did pass the ordinance for Conservation Districts. Lots can be developed and certain groups can have say so. They will also take up the Nuisance Ordinance, which addresses two issues: 1) the landlord's management of the property, and 2) police/nuisance calls that can result in action taken against landlords. Other than that, it's business as usual.

9 WORKPLAN SUBCOMMITTEE REPORT (15 minutes)

Selkove is going to contact each commissioner to talk with them and find out their particular interests in all of the areas of the commission work, including the DCR goals and objectives for the year. She discussed the cross-representation issue. The commission leaders met regarding this issue and put forth four recommendations for approval by each commission. These are:

1. Ask that the ordinance language be changed from "shall" to "may."
2. The DCR Director should attend all three commission meetings and keep each commission informed of the action of the others.
3. The commission leadership meets twice a year.
4. At least once per year, hold a joint meeting and/or retreat.

Tatus recommended that these recommendations be brought forward for discussion. Zipperer said the EOC Executive Committee met and is split on these issues. They agreed on #1. They want to make sure there is a reason for meeting. Regarding an annual joint meeting, they said "No". People felt that each of the individual leaders of the three commissions might have existing relationships that may compromise the separate nature of the commissions. As a requirement,

they felt it was arbitrary. Selkove said this need to be unified without amendment. Caradine asked if you have to take them all as a bundle. Sridharan asked what the basis of objection was. Nuñez said #1 is okay and the last three they debated on. EOC said that we definitely should not change the ordinance. Selkove asked if the CPD has taken a position. Nuñez said this is the cross-representation objective: 1) so the three commissions have a way to communicate, 2) there should be some way that this happens, 3) not through the Director, 4) we don't want to merge the three commissions, 4) keep them distinct, what do they have in common? Why meet?

Selkove suggested someone might make a substitute motion to endorse #1 and that the three commissions, including leadership, continue to explore ways to work together throughout the year. Tatus said if the leaders meet, we make recommendations. He said we may have challenges, and asked if we are equipped to convince our commissions to support our recommendations? Selkove said they just don't agree with what the small group came up with. Pascual thought the reason for the leaders meeting was informative only, not for recommendations. Nuñez asked when the legal meeting laws apply to these subcommittees? Zipperer found it informative, and feels talking and exploring is a good way to go.

10 LIAISON REPORTS (15 minutes)

EOC - Bert Zipperer

EOC discussed the Nuisance Ordinance - questioned legal protections. The third draft will be presented tonight with the recommendation of a sunset provision with the report.

CPD - Lucia Nuñez

Traffic Engineering presentation regarding audible signals, and on-line request form. Discussed what came out of the Accessible Housing conference. There is an Executive meeting this week.

11 AAC QUORUM ISSUE (5 minutes)

Tatus and Selkove met two weeks ago regarding the AAC. Clausius asked if we were at full membership. He said we will need to replace Jeff Erlanger and alternatives are needed. Nuñez will have Robin provide a report of the membership status. Zipperer questioned how it will affect voting.

12 NEW BUSINESS ITEMS

Zipperer thanked staff for getting the card for Jeff's family.

13 ADJOURNMENT

A motion was made by Tatus, seconded by Caradine, to Adjourn at 6:39 P.M. The motion passed by acclamation.