



City of Madison

City of Madison
Madison, WI 53703
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Meeting Minutes - Approved AFFIRMATIVE ACTION COMMISSION

Tuesday, March 10, 2015

5:00 PM

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

1. CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:01p.m., Theola Carter presiding.

Staff: Lucia Nuñez, Norman Davis, Kate McCarthy, Gloria Reyes

Guest: Emily Kuhn

The Commissioners took some time to introduce themselves to the newest Commissioner, Dianne Mosley.

Present: 7 - Joseph R. Clausius; Linda J. Ketcham; Theola V. Carter; Tobin W. McGilligan; Dianne Mosley; Laura Sorensen and Margaret M. McInnis

Excused: 2 - Ryan J. Moze and Steven L. Rush

2. APPROVAL OF MINUTES

A motion was made by McInnis, seconded by Ketcham to approve the minutes.
The motion passed by voice vote/other.

3. PUBLIC COMMENT

None.

4. DISCLOSURES AND RECUSALS

None.

REFERRALS FROM COMMON COUNCIL

5. [36807](#) Amending Sec. 39.02(9)(a)2.e. of the Madison General Ordinances to add credit rating agencies to the list of contract types that are exempt from the Affirmative Action contracting requirements.
- Davis described the additional exemption category of credit rating agencies to the already existing exemption categories. He explained that there only a few credit rating agencies nationwide and the City Attorney suggested adding them to the exemption category. There were some questions on what these agencies would be required to submit if exempt. Davis informed the Commission that they will need to submit a request for exemption and will still be required to agree to non discrimination clauses. He also informed the Commission that it was described that these agencies are used for borrowing transactions only, and are needed to get the best credit rating possible.
- A motion was made by Sorensen, seconded by Clausius to recommend to Council to adopt this ordinance change. The motion passed by voice vote/other.
6. [37120](#) Appointing Two Members to the Small Business Enterprises Appeals Committee
- Davis described to the Commission that legislation passed in 2014 to codify the Small Business Enterprise Appeals Committee in the MGO. He also described the function of the body and when this body would meet. McInnis and Ketcham volunteered to serve on this Committee, McGilligan volunteered to serve as an alternate.

DISCUSSION ITEMS

7. [37228](#) "Ban the Box" Discussion
- Núñez explained that with the Ban the Box policy that was passed, the City was required to remove questions about arrest and conviction record from their employment applications. The next part of the resolution involves having City contractors and vendors ban the box on their employment applications. Ketcham explained that the policy is designed to help individuals get through the first step of the application so that candidates have a chance to explain any conviction or arrest at a later date. She thought this would be a good policy to implement because of the incarceration and employment disparities in Madison. There was a discussion about what the process would be if an individual did not receive a job because the employer found out after the application and interview that the candidate had a conviction or arrest record, and who would hold vendors and contractors accountable.

DISCUSSION/POSSIBLE ACTION ITEMS

8. [37614](#) Officer Involved Shooting of Tony Robinson
- Núñez informed the Commission that this item was to be taken off the agenda. Carter stated she had initially asked for this item to be discussed, and that it is something the Commission may want to look at in the future.

REPORTS

9. [33325](#) Report from the Common Council

Alder. Clausius reported on the approval of the Anchor Bank and Pahl Tire projects. He also made a statement of compassion regarding the tragedy of the events on March 6th.

10. [33326](#) Report from the Director of the Department of Civil Rights

Nuñez reported on a letter that was passed along from Alder. Clausius from an incarcerated man looking to connect to resources upon his release. The Commissioners mentioned a few resources including: MAJT (Madison Area Jobs and Training) and Madison Area Urban Ministry. Nuñez also reminded the Commissioners to send any questions for the presentations with Human Resources and Chief Koval. Nuñez informed the Commissioners of the affirmative action plan process that is starting throughout the City in preparation for submitting a new AA plan at the end of the year.

11. [33327](#) Report from the Affirmative Action Division Manager

Davis reported on the disparity study and what the purpose of the study was. He informed the Commission that the draft report is available online, and that there were public meetings and input gathering through March. Davis informed the Commissioners that the AASPIRE recruitment would be starting soon, and to encourage anyone interested to apply. There was also a discussion about the proposed bill at the State that would eliminate prevailing wage, and if the Commission might want to take some action regarding this.

12. **FUTURE TOPICS FROM THE FLOOR**

None.

13. **ANNOUNCEMENTS**

The Commissioners were reminded of the Mayoral debates to be held in the upcoming weeks.

14. **ADJOURNMENT**

A motion to adjourn was made by McInnis, seconded by Sorensen. The motion passed by voice vote/other. The meeting adjourned at 6:25p.m.