



City of Madison

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

Meeting Minutes - Draft AFFIRMATIVE ACTION COMMISSION

*Consider: Who benefits? Who is burdened?
Who does not have a voice at the table?
How can policymakers mitigate unintended consequences?*

Thursday, March 5, 2026

5:30 PM

Virtual Meeting

The City of Madison is holding the Affirmative Action Commission meeting virtually.

Written Comments: You can send comments on agenda items to
AAC@cityofmadison.com

Register for Public Comment:

- Register to speak at the meeting
- Register to answer questions
- Register in support or opposition of an agenda item (without speaking)

If you want to speak at this meeting you must register. You can register at
<https://www.cityofmadison.com/MeetingRegistration>. When you register to speak,
you will be sent an email with the information you will need to join the virtual
meeting.

Watch the Meeting: If you would like to join the meeting as an observer, please visit
<https://www.cityofmadison.com/watchmeetings>.

Listen by Phone: (877) 853-5257 (Toll Free) Webinar ID: 827 2549 7258

Interpretation and Accessibility

Call to Order/Roll Call

The meeting was called to order at 5:31pm, Chair Banks presiding.

Present: 7 - John W. Duncan; Collin D. Erickson; Nicholas E. Faulkner; Jasmine C. Banks; Kristin M. Mathews; Virginia V. Lee and Damon L. Glenn

Approval of Minutes

A motion was made by Commissioner Erickson, seconded by Commissioner Faulkner, to Approve the Minutes from February 5, 2026. The motion passed by voice/other.

Public Comment

1. [92220](#) Public Comment (March 2026)

There was no public comment.

Disclosures and Recusals

There were no disclosures and recusals.

Discussion Items

2. [79626](#) AAC Recruitment

Lomax gave an update.

3. [62394](#) Residency Preference Program

-Invitation extended to OCA to attend 05/01 AAC meeting.

Lomax gave an update.

4. [91849](#) Equity Analysis and Landmark Review

- Update on Equity Analysis Panel

**Lomax gave an update with Panel for Equitable Hiring Tool Analysis formed.
Lomax will circle back to members via email to confirm members that
volunteered to participate.**

5. [56234](#) Future Agenda Items for the Commission

No new items.

Reports

6. [33325](#) Report from the Common Council

The Alder will report on items currently in front of the Common Council that are of interest to the Affirmative Action Commission.

Alder Duncan gave an update.

7. [33326](#) Report from the Director of the Department of Civil Rights

The Director will report on current work in the Department, including:

-Personnel Updates
-New Projects or Partnerships
-Report on Existing Projects

No update.

8. [33327](#) Report from the Affirmative Action Division Manager

The Division Manager will report on current work in the Division, including:

- Personnel updates
- Contract compliance concerns
- Status of large construction projects
- New or existing projects or partnerships

Lomax gave an update.

Adjournment

A motion was made by Moze, seconded by Commissioner Glenn, to Adjourn. The motion passed by voice vote/other. The meeting adjourned at 6:17 pm.