



# City of Madison

City of Madison  
Madison, WI 53703  
[www.cityofmadison.com](http://www.cityofmadison.com)

## Meeting Minutes - Approved AFFIRMATIVE ACTION COMMISSION

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

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Thursday, February 5, 2026

5:30 PM

Virtual Meeting

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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](mailto: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: 886 6504 0465

### Interpretation and Accessibility

#### Call to Order/Roll Call

The meeting was called to order at 5:34pm, Chair Banks presiding.

**Present:** 4 - Collin D. Erickson; Nicholas E. Faulkner; Jasmine C. Banks and Kristin M. Mathews

**Absent:** 1 - Virginia V. Lee

**Excused:** 2 - John W. Duncan and Damon L. Glenn

#### Approval of Minutes

A motion was made by Commissioner Mathews, seconded by Commissioner Erickson, to Approve the Minutes from December 4, 2025. The motion passed by voice/other.

### Public Comment

1. [91847](#) Public Comment (February 2026)

There were no public comments.

### Disclosures and Recusals

There were no disclosures and recusals.

### Discussion Items

2. [79626](#) AAC Recruitment  
Lomax gave an update.
3. [83771](#) Second 50k Hearing Discussion  
Lomax gave an update.
4. [62394](#) Residency Preference Program  
Lomax gave an update.
5. [91849](#) Equity Analysis and Landmark Review  
- Update on Equity Analysis Panel  
Lomax gave an update - moving in the positive towards completing analysis within 90 days.
6. [56234](#) Future Agenda Items for the Commission  
No items were added.

### Reports

7. [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.  
No update.

8. [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.**

9. [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.**

**Change in AA Specialist staffing. Interim Krystal Johnson started on January 20, 2026. Going through training process and training for MPD.**

**Lomax asked members to consider volunteering as a panelist for the equitable hiring tool. Commissioner Faulkner volunteered to be part of the panel.**

**Contract Compliance - Lomax gave an update.**

### Adjournment

**A motion was made by Moze, seconded by Commissioner Mathews, to Adjourn. The motion passed by voice vote/other. The meeting adjourned at 6:03 p.m.**