



City of Madison

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

Tuesday, December 9, 2014

5:00 PM

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

1. CALL TO ORDER / ROLL CALL

Staff Present: Norman Davis, Lucía Nuñez, Kate McCarthy, Gloria Reyes

Guest: Adam Brabender

Present: 6 - Joseph R. Clausius; Ryan J. Moze; Theola V. Carter; Steven L. Rush;
Tobin W. McGilligan and Laura Sorensen

Excused: 2 - Linda J. Ketcham and Margaret M. McInnis

2. APPROVAL OF MINUTES

A motion was made by Alder. Clausius, seconded by Sorensen 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. [36142](#) Amending Sections 39.02(9)(e)2. and 39.02(9)(c) of the Madison General Ordinances to amend Article IV of the Affirmative Action Articles of Agreement regarding exempt status, and to require job posting information to be provided in a timely manner.

Ald. Clausius had Davis give a brief overview of the Ordinance amendments. Davis explained that both changes were practices that have been in place, but are not clearly stated in the Ordinance. Nuñez explained to the Commissioners what the process is for items that go through the Common Council, and how the referral process is structured.

A motion was made by Rush, seconded by McGilligan, to recommend to council to adopt-report of officer the Ordinance amendment. The motion passed by voice vote/other.

ACTION ITEMS

6. [36524](#) Reminder that all members of City of Madison committees, commissions, or boards must file a Statement of Interests for with the City Clerk's Office by January 6, 2015.
- The Commissioners were reminded of the Statement of Interests requirement for 2015.**
7. [36244](#) Appointing a member of the Affirmative Action Commission to the Martin Luther King Jr. Humanitarian Award Commission
- Nuñez explained to the Commission what the Rev. Dr. Martin Luther King, Jr. Humanitarian Award Commission is responsible for. Rush volunteered to be on the Humanitarian Award Commission.**
- Prior to agenda item 8, Carter gave Reyes the opportunity to introduce herself to the Commissioners. Reyes informed the Commission that she will plan to attend every other Commission meeting, and she would like the Commissioners to let her know what she can do to assist the Affirmative Action Commission.**

DISCUSSION ITEMS

8. [36243](#) 2013 At-A-Glance Report
- Attachments: [2013 At-A-Glance.pdf](#)**
- Davis reviewed the report for each Commissioner and informed them of the definition of prevailing wage, and what the Department of Civil Rights is responsible for monitoring.**
- A recess was taken at 5:32p.m., reconvened at 5:33p.m.**
- Davis went over each targeted business enterprise program, requirements for filing an affirmative action plan, the red flag hiring process for City of Madison employment, and what each of their processes of review are. The Commission discussed what opportunities and resources existed to help reach some of the goals, and what consequences existed if prevailing wage was not paid or goals were not met for companies doing business with the City.**
9. [33355](#) Consideration of a contracting subcommittee for the Affirmative Action Commission.
- Davis reviewed the proposal of the Contracting Subcommittee and some potential structures of the Subcommittee. The purpose of this group would be to work out contracting issues, manage interests, receive input from workers on projects, and develop policies. A request was made to have this added as a future agenda item to discuss structure, duties and responsibilities.**

REPORTS

10. [33325](#) Report from the Common Council

Alder. Clausius informed the Commission of the work being done with the Racial Equity and Social Justice Initiative and the benefits it has had and will have for the City. The Commission requested a presentation from Melissa Gombar about what the RESJ Initiative is currently doing. Alder. Clausius shared some items that will be up for discussion for Judge Doyle Square in the next year, including: the hotel component, convention center, parking garage, restoration of the Madison Municipal Building, and a public bathroom and bike parking as part of the Government East parking garage reconstruction. Alder. Clausius reviewed the budget that was adopted, particularly to what the Department of Civil Rights budget included.

11. [33326](#) Report from the Director of the Department of Civil Rights

Nuñez updated the Commissioners on the Racial Equity and Social Justice Initiative, the Disparity Study, and the new financial software. Carter asked Ald. Clausius if the City of Madison was taking proactive steps to ensure different outcomes in policing than other areas, and requested that a presentation be made from Chief Koval at a future meeting.

12. [33327](#) Report from the Affirmative Action Division Manager

No report was given by Davis.

13. **FUTURE TOPICS FROM THE FLOOR**

Future agenda items requested by the Commission include: a discussion of the potential combination of the Affirmative Action Commission and Equal Opportunities Commission, discussion of the structure of a Contracting Subcommittee, a presentation about the Racial Equity Social Justice Initiative, a presentation from Chief Koval regarding proactive steps taken in Madison, and a presentation from Human Resources regarding City hiring practices.

14. **ANNOUNCEMENTS**

Nuñez announced that nominations for the Rev. Dr. Martin Luther King Jr. Humanitarian Award were starting and to encourage the Commissioners to spread the word.

Brabender requested to make an announcement, to which the Commission allowed. He announced that the Yahara House was having a fundraiser and information could be found at www.razoo.com/story/45days.

15. **ADJOURNMENT**

A motion to adjourn was made by Moze, seconded by McGilligan. The motion passed by voice vote/other. The meeting adjourned at 6:48p.m.