



City of Madison

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

Agenda - 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?*

Thursday, December 4, 2025

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: 818 1381 4499

If you need an interpreter, translator, materials in alternate formats or other
accommodations to access this service, activity or program, please call the phone
number below at least three business days prior to the meeting.

Si necesita un intérprete, un traductor, materiales en formatos alternativos u otros
arreglos para acceder a este servicio, actividad o programa, comuníquese al número de
teléfono que figura a continuación tres días hábiles como mínimo antes de la reunión.

Yog hais tias koj xav tau ib tug neeg txhais lus, ib tug neeg txhais ntawv, cov ntawv ua
lwm hom ntawv los sis lwm cov kev pab kom siv tau cov kev pab, cov kev ua ub no
(activity) los sis qhov kev pab cuam, thov hu rau tus xov tooj hauv qab yam tsawg peb
hnuv ua hauj lwm ua ntej yuav tuaj sib tham.

For accommodations, contact: AAC@cityofmadison.com

Call to Order/Roll Call

Approval of Minutes

August 6, 2025: <http://madison.legistar.com/Calendar.aspx>

Public Comment

1. [91066](#) Public Comment (December 2025)

Disclosures and Recusals

Members of the body should make any required disclosures or recusals under the City's Ethics Code.

Discussion Items

2. [79626](#) AAC Recruitment
Attachments: [AAC Recruitment Brochure](#)
3. [83771](#) Second 50k Hearing Discussion
4. [62394](#) Residency Preference Program
5. [82726](#) Equity Analysis and Landmark review
-Responses from Stakeholders
6. [56234](#) Future Agenda Items for the Commission

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.
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
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

Adjournment