



City of Madison

City of Madison
Madison, WI 53703
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?*

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

Call to Order/Roll Call

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

Present: 5 - John W. Duncan; Collin D. Erickson; Nicholas E. Faulkner; Jasmine C.
Banks and Kristin M. Mathews

Absent: 2 - Virginia V. Lee and Damon L. Glenn

Excused: 1 - Ryan J. Moze

Approval of Minutes

A motion was made by Commissioner Mathews, seconded by Commissioner
Faulkner, to Approve the Minutes from November 6, 2025. The motion passed
by voice/other.

Public Comment

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

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. [82726](#) Equity Analysis and Landmark review
-Responses from Stakeholders
Lomax gave an update.
6. [56234](#) Future Agenda Items for the Commission
There were no new items 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.
Alder Duncan gave an update. City Budget Approved, highlights include funding for Men's Shelter and Imagination Center in Alder Madison's District.

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

Lomax gave an 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.

In addition a motion was made by Alder Duncan, Seconded by Commissioner Mathews to cancel the January 1, 2026 meeting and meet at the next scheduled time in February. The motion passed by voice/other.

Adjournment

A motion was made by Alder Duncan, seconded by Commissioner Faulkner, to Adjourn. The motion passed by voice vote/other. The meeting adjourned at 6:10 p.m.