



City of Madison
Meeting Minutes - Final
AFFIRMATIVE ACTION COMMISSION

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

Tuesday, December 13, 2005

5:00 PM

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

1 CALL TO ORDER

at 5:04 p.m.

2 ROLL CALL

Staff Present: Janet Piraino, Mayor's Office Chief of Staff, Lucía Nuñez, Director of Department of Civil Rights nominee, Norman D. Davis, Interim Director, Robin Bloom, Secretary

Staff Excused: Enis Ragland, Mayoral Assistant

Present: Malika S. Monger, Angela R. Russell, Joseph R. Clausius, Lendell S. Alston, Victoria S. Selkove, Bhavani "Shree" Sridharan, Tracey A. Caradine, Brenda S. Gonzalez and Norman Davis

Absent: Jennifer L. Drew

Excused: Ald. Brian Benford and Mary M. Lin

3 PUBLIC COMMENT

none

4 APPROVAL OF MINUTES

A motion was made by Caradine, seconded by Selkove, to Approve the Minutes. The motion passed by acclamation.

5 Director's Report - N. Davis (10 minutes)

N. Davis distributed and reviewed the draft 2006 Goals & Work Plan, which includes Affirmative Action, Equal Employment Opportunity, Disability Rights & Contract Compliance. The Commissioners asked how the goals and work plan mesh with the DCR, and N. Davis replied that the goals & work plan reflect items that the AAC will use to assist the AAD. Commissioners expressed appreciation for the draft work plan and suggested further development, since the goals areas are so broad. Time is a concern regarding fleshing out goals & actions plans and establishing priorities and more concrete work plans. AAC's will try to work on these goals in a "subcommittee/small group" during the month of January so this can be an item on the agenda in February. V. Selkove, J. Clausius, N. Davis will be in the group. B. Gonzalez & M. Monger expressed interest depending on the day and time. L. Nuñez will also try to be involved. R. Bloom will contact interested Commissioners to schedule a meeting date and time.

N. Davis discussed the Contract Compliance Monitor - Prevailing Wage position that was open in our department. The hourly incumbent, Colier McNair, competed for the position and was the only applicant to score high enough to be interviewed. He was offered and accepted the permanent position and has already taken on significant projects, including developing a system to assist us in tracking all of our Contract Compliance projects.

N. Davis discussed the Internet Protocol phone which will allow the EOC & AAD to be able to use one telephone receptionist and allow us to have a Clerk Typist instead of a Administrative Clerk, which will be a budgetary savings.

6 Common Council Update - B. Benford

none

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[02468](#)

Submitting the name of Lucía Nuñez for confirmation of a five year term as Civil Rights Department Director.

A motion was made by Monger, seconded by Selkove, to Return to Lead with the Recommendation for Approval to the BOARD OF ESTIMATES

J. Piraino, Chief of Staff, introduced Lucía Nuñez, and told the Commissioners that the Mayor is very happy and excited about this nomination. L. Nuñez is a bridge builder and a unifier, and the community has expressed their happiness and excitement that she was nominated. L. Nuñez's history of opening new doors without closing old ones is exactly what is needed and J. Piraino encouraged the Commission to recommend approval.

L. Nuñez is looking forward to working with the three Commissioners and being part of the departments. The AA Commissioners introduced themselves to L. Nuñez. The motion passed by acclamation.

8

[02368](#)

Amending Sec. 3.27(1) of the Madison General Ordinances to eliminate U.S. citizenship requirement for volunteer members of boards, commissions and committees.

A motion was made by Sridharan, seconded by Selkove, to Return to Lead with the Recommendation for Approval to the EQUAL OPPORTUNITIES COMMISSION

Commissioners want to make sure the application form is updated. The motion passed by acclamation.

9 Department of Civil Rights

The DCR Advisory Committee is on-going & is scheduled to meet in January but they have not had many meetings due to quorum problems. Both L. Alston & A. Russell from AAC are on the Committee with A. Russell being the AAC representative.

Commissioners asked N. Davis to check for the next AAC meeting regarding the status of the cross representation on the AAC. The Commissioners questioned if they needed a volunteer for CPD & EOC. N. Davis will provide clarification and this will be an item number on the next agenda. N. Davis said Greg Banks from CPD volunteered to be on the AAC. The EOC volunteers were Michael Howe & Ann Smith. L. Alston reminded the AAC that the cross representation of the Commissions is very political and some people are still against the combined department. He also felt the last DCR meeting was fairly contentious. A. Russell said at that meeting Enis Ragland asked the group if the DCR citizens commission still had a role to play, which upset some members. There isn't a set meeting schedule for these meetings.

Organizational issues will be worked out once the Director of the DCR is on board. The Director will have the vision for the new department.

The DCR Staff team is still meeting. Angela Bennett from the AAD is our liaison. She will notify R. Bloom of the next meeting date and R. Bloom will notify the AAC. Discussion was held regarding lack of information provided during the entire process and concern was expressed about not knowing when the meetings are. A. Russell will notify R. Bloom of the next advisory team meeting and Robin will pass this information on to the Commissioners.

Commissioners asked about space allocation, and were told co-location might take place in 2007. Space needs & availability is still being discussed. Lucía Nuñez did not know where she would be located until the departments are co-located.

The recruiter position description has been worked on by Human Resources.

The status of the positions of A. Ford, Interim Director & Investigations Supervisor of EOC, and N. Davis, Interim Director & Contract Compliance Supervisor of AA, is unknown. This will be decided when L. Nuñez becomes Director.

AA Commissioners asked L. Nuñez her thoughts about what she will do first. Her first goal is to get to know the staff and what their jobs and needs are. She will then work on trust building and internal work so the departments can work as a team. The next move will be to figure out goals and co-location details. L. Nuñez will be working with all three Commissions and will have to learn their processes and work, and develop relationships.

10 New Business Items

Commissioners were told the MLK Humanitarian award recipient will be announced soon. Commissioners asked if this award was combined with the County and were told that they are separate awards. However, the award ceremony is held during the same celebration event. N. Davis will have Harper Donahue from the AAD provide information about the MLK celebration.

Chairperson Joe Clausius wished everyone a happy winter season.

11 ADJOURNMENT

Meeting adjourned at 6:06 p.m.

A motion was made by Selkove, seconded by Russell, to Adjourn. The motion passed by acclamation.