



City of Madison

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

Meeting Minutes - Approved AFFIRMATIVE ACTION COMMISSION

Tuesday, January 8, 2008

5:00 PM

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

1. CALL TO ORDER / ROLL CALL

Selkowe called the meeting to order.

Present: 8 -

Bert Zipperer; Jason A. Delborne; Tracey A. Caradine; Augustine S. Tatus;
Joel Walters Jr; Nitza A. Pfaff; Victoria S. Selkowe and Lucia Nunez

Excused: 2 -

Joseph R. Clausius and Bhavani "Shree" Sridharan

2. APPROVAL OF MINUTES

The minutes from the previous meeting were not available.

3. PUBLIC COMMENT

None.

Announcements:

Caradine accepted a new position as Training Director for the State Department of Administration in August. She is currently recruiting for a Training Officer.

Hill announced that the City's Minority Affairs Committee will sponsor a program honoring Milele Chikasa Anana on January 9 at Monona Terrace. She distributed copies of the program and encouraged Commissioners to attend.

REPORTS

4. [07971](#) DIRECTOR'S REPORT- Presented for information only. No action required

Lucía Nuñez, DCR Director, will report on the following:

- Her activities since the last meeting
- Civil Rights Compliance Plan/AA Plan
- Resolutions #06764, 06423, 06424 and Studies

Nuñez was attending a meeting of the Common Council Organizational Committee. As a result, there was no Director's Report.

5. [07972](#) COMMON COUNCIL UPDATE BY ALD. CLAUSIUS--Presented for information only. No action required.

No Report.

6. [07973](#) LIAISON REPORTS--Presented for information only. No action required.

Updates on business since the last AAC meeting
- Equal Opportunities Commission - Zipperer/Selkove
- Commission on People with Disabilities - Nuñez

Equal Opportunities Commission: Zipperer reported that the last meeting of the EOC was cancelled. The Commission is concentrating on review of the adopted Chronic Nuisance Ordinance and anticipates sending a report to the Common Council with recommendations following its meeting Thursday evening.

Commission on People with Disabilities: In Nuñez's absence, no report was available. The CPD Executive Committee meeting scheduled for January 7 was cancelled due to weather.

UNFINISHED BUSINESS

7. [07757](#) Formulating Rules for the Affirmative Action Commission

Attachments: <http://www.cityofmadison.com/dcr/documents/Rules20070423.pdf>

A motion was made by Zipperer, seconded by Pfaff, to Approve an amendment to Rule 7 adding the following: "The Chairperson or any person acting in his or her stead may vote on any matter properly brought before the Commission or before any committee or subcommittee on which the Chairperson serves. The motion passed by voice vote/other.

It was agreed to keep this item on the next agenda so that additional amendments might be considered.

Zipperer recommended an amendment allowing speakers five minutes rather than three.

8. [08016](#) Annual Report on Balance of Gender, Racial/Ethnic Minorities and People with Disabilities on City of Madison committee, commission and board appointments.

Attachments: [Legislative File 06424.pdf](#)
[City Comte Application.pdf](#)
[Draft Revised Comte Application.pdf](#)
[Draft Report on Comte Membership.pdf](#)

Hill provided the following handouts:

1. Current City of Madison Committee Appointment Application
2. Draft of Revised and Updated Committee Appointment Application
3. Draft Outline for Report to Common Council

The Commission reviewed the draft of the updated Committee application form and made various suggestions for modification. Hill prepare a revised draft.

It was suggested that the final draft be referred to the Equal Opportunities Commission for comment prior to finalizing the form.

The Commission agreed to request an extension from the Common Council for submission of its report. Wick was asked to request an extension and to poll members on meeting dates for the Race and Gender Subcommittee and the Full Commission.

Hill will email materials to Commissioners for use in drafting the report to the Common Council. Commissioners will send ideas to Hill who will compile them for consideration at the next Subcommittee and Commission meetings.

9. [08019](#)

Study on and recommendations to Common Council to improve the balance of women, racial/ethnic minorities and people with disabilities in top City of Madison management positions and subsequent salaries.

Attachments: [Legislative File 06423.pdf](#)
[Power Point Presentation.pdf](#)
[Earnings Ratio.pdf](#)
[Draft Report Outline.pdf](#)

Hill distributed the following materials:

1. The Power Point presentation previously developed
2. Earnings Ratio Between Men - Women and Non-Minority - Minority Managers, 2003-2007
3. Draft Outline of Report to Common Council

An extension will also be requested for submission of this report.

Selkove make clear to the Commission that the report would be compiled based on input from Commission members using the outline disseminated by Hill. Staff will compile the comments received and the report should be finalized at the rescheduled February Commission meeting. Hill will get an email out to Commissioners with appropriate information with a deadline for submission of comments.

10. NEW BUSINESS

Zipperer asked that the next agenda include consideration of a Rule Amendment increasing speaker limits from 3 to 5 minutes.

11. ADJOURNMENT

A motion was made at 6:03 p.m. by Delborne, seconded by Caradine, to Adjourn. The motion passed by voice vote/other.

Minutes prepared by Cindy Wick, DCR Executive Assistant.