



# City of Madison

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

## Meeting Minutes - Draft AFFIRMATIVE ACTION COMMISSION

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Tuesday, March 13, 2012

5:30 PM

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

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### CALL TO ORDER / ROLL CALL

**Present:** 7 -

Joseph R. Clausius; Theola V. Carter; Ashok Bhargava; Laura Sorensen;  
Michael M. Johnson; Tonya A. Ellis and Lucia Nunez

**Absent:** 1 -

Donna V. Hurd

**Excused:** 1 -

Sharyl J. Kato

**Staff:** Lucia Nuñez, Director, Department of Civil Rights; Norm Davis,  
Affirmative Action Division Manager; Christie Hill, Civil Rights Coordinator; E.  
Pamela Givens, Clerk Typist II

### APPROVAL OF MINUTES

A motion was made by Ald. Joe Clausius, seconded by Michael Johnson, to  
approve the minutes of the January 10, 2012. The motion passed by voice  
vote/other.

### PUBLIC COMMENT

None

### DISCLOSURES AND RECUSALS

None

### NEW BUSINESS

#### [25355](#)

Amending Sec. 39.01(4) and Sec. 39.02 of the Madison General Ordinances  
to revise the title of Affirmative Action Division Head and expand the duties  
of the Affirmative Action Commission.

**Attachments:** [BODY](#)

A motion was made by Ald. Joe Clausius, seconded by Tonya Ellis, to  
**RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER.** The motion  
passed by voice vote/other.

[25364](#)

Annual Report Presentations by Christie Hill

**Attachments:** [2011AnnualReportCommitteeDraft.pdf](#)  
[2011AnnualReportTopManagementDraft.pdf](#)

Hill reported that committees are underrepresented by women at 10.1% and racial and ethnic minorities by 9.8%.

Nuñez stated that during the week of March 5, 2012, she met with Alpha Kappa Alpha sorority to try and recruit commissioners for committees. The goal is to increase representation for racial and ethnic groups on all commissions. Nuñez stated that because some commissions have certain criteria and requirements, it is difficult to find members for those commissions.

A motion was made by Bhargava and seconded by Ellis to accept the 2011 Annual Committee Draft Report. It was passed by a unanimous voice vote.

Regarding the 2011 Top Management Annual Report, Hill reported that 35.2% of women are in management positions within the city. Women are underrepresented. The number of minorities employed with the city is 10.9%.

Nuñez states that the goal of the Department of Civil Rights is to increase the number of women and minorities in top management positions. Clausius stated that the City Council is aware of the need to increase the representation of women and minorities. The Council is very concerned about this issue. Carter suggested that the Affirmative Action Commission invite Mayor Paul Soglin to the next commission meeting to address these issues and concerns.

A motion was made by Bhargava and seconded by Johnson to accept the 2011 Annual Top Management Draft Report. It was passed by a unanimous voice vote.

[25603](#)

AFFIRMATIVE ACTION COMMITTEE MEETING START TIME

The commission discussed changing the start time of the Affirmative Action Commission Meeting from 5:30 to 5:00 pm. During the discussion Bhargava stated that he approved of the idea of a time change in order to prevent overlapping times of other meetings. Carter voiced approval for the time change.

Bhargava made a motion to change the start time of the Affirmative Action Commission meeting from 5:30 pm to 5:00 pm. It was seconded by Ellis and passed with a unanimous voice vote.

## REPORTS

[14148](#)

DIRECTOR'S REPORT- Presented for information only. No action required

*Lucía Nuñez, DCR Director, will reported on the following:*

*-Her activities since the last meeting*

*-Staff activities since the last meeting*

*-Activities of the Equal Opportunities Commission and Commission on Persons with Disabilities since the last meeting.*

**Nuñez reported that Ariel Ford will be retiring on June 15, 2012. DCR is requesting to double fill the position so that Ford can train the new hire. Nuñez also reported that the recruitment for the Disability Rights person will be done by Christie Hill. Nuñez asked Carter to invite her to DWD groups to recruit for City commissions.**

[14091](#)

DIVISION MANAGER'S REPORT

Norman Davis, Affirmative Action Division Manager, will report on activities of the Division since the last meeting.

**Davis stated that the Central Library bid has been re-done and signed off. Findorff must utilize at least 5% of small businesses to do some of the contracted work.**

[07972](#)

COMMON COUNCIL UPDATE BY ALD. CLAUSIUS--Presented for information only. No action required.

**Clausius reported that the Common Council's main concerns were the 100 block of State Street and the East Washington Rebuilt project. The outer loop of East Washington has already begun. Traffic will be very slow and restricted to one side during the summer months due to construction.**

**Sharyl J. Kato arrived at 5:55 p.m.**

**Present:** 8 -

Joseph R. Clausius; Sharyl J. Kato; Theola V. Carter; Ashok Bhargava; Laura Sorensen; Michael M. Johnson; Tonya A. Ellis and Lucia Nunez

**Absent:** 1 -

Donna V. Hurd

[19683](#)

Commission Attendance

**Attachments:** [Total Attendance November 2011.pdf](#)

**No action was taken on this item.**

[21158](#)

Future Agenda Items

- A presentation by Brad Murphy, Director of Planning Division, Department of Planning and Community and Economic Development
- Invitation to Mayor Paul Soglin

**ADJOURNMENT**

A motion was made by Ellis and seconded by Kato to adjourn the Affirmative Action Commission meeting. It was passed by a unanimous voice vote and the meeting was adjourned at 6:30 pm.