



City of Madison

City of Madison
Madison, WI 53703
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Meeting Minutes - Approved AFFIRMATIVE ACTION COMMISSION

Tuesday, December 10, 2013

5:00 PM

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

1. CALL TO ORDER / ROLL CALL

This meeting was called to order at 5:08 p.m., Sharyl Kato presiding.

Staff: Lucía Nuñez, Norman Davis, Kate McCarthy

Present: 6 -

Joseph R. Clausius; Linda J. Ketcham; Sharyl J. Kato; Kyara I. Moss;
Laura Sorensen and Nu Lee

Absent: 2 -

Theola V. Carter and Michael M. Johnson

Excused: 1 -

Margaret M. McInnis

2. APPROVAL OF MINUTES

A motion was made by Clausius, seconded by Sorensen to approve the
September 17, 2013 minutes. The motion passed by voice vote/other.

3. PUBLIC COMMENT

Greg Patmythes spoke about the reporting of disabilities within employment
and questioned what could be done to increase the number of individuals who
self reported. He also questioned the benefit to individuals who self report a
disability other than having protection by law.

4. DISCLOSURES AND RECUSALS

None.

REFERRAL FROM COMMON COUNCIL

5. [31739](#) Intent to continue to improve the balance of women, racial/ethnic minorities and people with disabilities employed by the City of Madison and further streamline the reporting process.

Nuñez explained the resolution to expand the Top Management Report to include all job categories throughout the City. There was a discussion of self reporting on disability and what could be done to encourage reporting and recruitment. This Resolution was RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER. A motion was made by Ketcham, seconded by Lee. The motion passed by voice vote/other.

6. [32168](#) Awarding the Disparity Study contract to Keen Independent Research, not to exceed the amount of \$321,350.

Davis discussed which stage of the process the disparity study is in. Kato mentioned the drop of the Asian community in construction in Illinois as a result of a disparity study. A motion was made by Ketcham, seconded by Sorensen to approve discussion on drafting the body to the disparity study award once the consultant was chosen. The motion passed by voice vote/other.

7. [32324](#) Reminder that all members of City of Madison committees, commissions, or boards must file a Statement of Interests form with the City Clerk's Office by January 7, 2014.

Nuñez reminded the Commission to send in their statement of interests form to the Clerk's Office.

8. [32433](#) Extending the City of Madison Affirmative Action Plan until December 2015.

Nuñez stated that the Affirmative Action Plan is due to expire at the end of December, but the City is looking to extend the deadline until 2015. Nuñez mentioned the extension would be useful so to include information from the equity work being done in the City. This Resolution was RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER. A motion was made by Sorensen, seconded by Ketcham. The motion passed by voice vote/other.

DISCUSSION ITEMS

9. [32146](#) Discussion: Race to Equity Report

Nuñez distributed copies of the Race to Equity Report to the Commissioners.

REPORTS

10. Common Council Update

Alder Clausius mentioned the issues some have been facing with snow removal and that the Streets Superintendent would like to be aware of those. He went over the City budget and the Judge Doyle Square proposals. Clausius reported on the need to find permanent shelter for the homeless population. The concern with the building proposed to be a day shelter is the problem of transportation to and from services, but the money that was allocated will not get a building downtown.

11. Division Manager's Report

**Davis stated that the disparity study is scheduled to be a year long, so should be done at the end of 2014. He also thanked the Commissioners for their assistance during the AA Plan Non-Compliance Hearings and reported that eleven companies were debarred as a result and that funds were ordered for recovery for the first time. Davis discussed a few of the current projects. One of the Judge Doyle Square proposals came out with a sixty six percent targeted business goal. The FEED Incubator projector has been completed and did have targeted business utilization. The Hovde project has a small business enterprise goal. Davis introduced the Commissioners to the UpStart Program; the link can be found here:
<http://www.warf.org/home/news-media/campus-programs/upstart/upstart.cmsx>**

12. Director's Report

Nuñez stated that unemployment was added as a protected class at the last Common Council meeting. She also reminded the Commissioners about the 50th Anniversary Celebration on December 12, 2013 for the signing of the Equal Opportunities Ordinance.

13. FUTURE TOPICS FROM THE FLOOR

Alder Clausius asked about recruitment for the vacancies on the Commission. Kato questioned how to go about exploring solutions in regards to the Race to Equity report and disparity. Kato also mentioned looking into cultural awareness within the Asian community.

14. ANNOUNCEMENTS

The Commissioners were given the dates for the Commission meetings in 2014. Nuñez reminded the Commissioners that nominations are being accepted for the Reverend Dr. Martin Luther King Jr. Humanitarian Award.

15. ADJOURNMENT

A motion to adjourn was made by Ketcham, seconded by Sorensen. The motion passed by voice vote/other.