



**City of Madison**  
**Meeting Minutes - Final**  
**AFFIRMATIVE ACTION COMMISSION**

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

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Tuesday, April 11, 2006

5:00 PM

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

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**1 CALL TO ORDER - meeting called to order at 5:06 p.m.**

**2 ROLL CALL**

**Staff:** Lucía Nuñez, DCR Director; Enis Ragland, Mayoral Assistant; Robin Bloom, AA Division Secretary; Norman Davis, Contract Compliance Officer

Brian Benford arrived at 6:10 p.m.

Norman Davis arrived at 5:55 p.m.

Enis Ragland left at 5:40 p.m.

Mary Lin left at 5:57 p.m.

**Present:** Mary M. Lin, Joseph R. Clausius, Gregory B. Banks, Lendell S. Alston, Victoria S. Selkove, Bhavani "Shree" Sridharan and Tracey A. Caradine

**Excused:** Ald. Brian Benford, Bert Zipperer, Brenda S. Gonzalez and Angela R. Russell

**3 PUBLIC COMMENT- none**

**4 APPROVAL OF MINUTES**

*V. Selkove and other Commissioners complimented R. Bloom on the detail of the contents and the quality of the minutes.*

*G. Banks said in the future, if the AAC wished him to provide CPD information, he would be willing. This will be discussed at a later date.*

**A motion was made by Selkove, seconded by Sridharan, to Approve the Minutes Item 7 - remove sentence: Gregory Banks will give the report of the next CPD meeting at the next AAC meeting. Minutes approved with that change.**

**The motion passed by acclamation.**

**Present:** Mary M. Lin, Joseph R. Clausius, Gregory B. Banks, Lendell S. Alston, Victoria S. Selkove and Bhavani "Shree" Sridharan

**Excused:** Ald. Brian Benford, Bert Zipperer, Brenda S. Gonzalez and Angela R. Russell

**5 DCR Director Report - Lucía Nuñez**

Lucía discussed Chapter 39 "light", which is the "nickname" of the current version of Chapter 39. Roger Allen, City Attorney, incorporated EO & AA staff comments, and the AAC is the first Commission to review it. V. Selkove asked about the time line regarding Chapter 39. E. Ragland stressed the importance of getting the Director's position in the ordinance and explained there would be time to amend the ordinance once it is passed. Lucía told the Commissioners that each Commission needs to decide if their section needs updating. L. Alston

asked if the Division Heads listed on page 2 of Chapter 39 were listed in "pecking order". Lucia explained the order was based on the related ordinance number.

The DCR is still scheduled for moving into the new space in the fall. Lucia met with furniture representatives, who are looking at existing furniture and the new space, and weighing all the options. They will be providing a plan to Lucia.

She has been working with Norman Davis on the AA benchmarks. The deadline is next week when this information will be turned over to the Mayor's office. The Commissioners will weigh in on the benchmarks.

The Accessible Housing Summit is being planned.

The EO staff, especially the investigative team, is looking at the sick leave ordinance.

Lucia routed around two versions of the DWD brochures - one in Spanish, one in English- that can be used in terms of getting information to the public on Public Works.

She is working with Christie Hill on the work plan. There are questions such as: how do we want to do the City AA plan and Civil Rights plan? How do we get departments and commissions to roll out training? How do we handle/incorporate putting together our own work plan?

Lucia is meeting with all Commission chairs - Michael Howe, CPD; Bert Zipperer, EOC; and Joe Clausius, AAC. This is both a learning process and a great opportunity to develop good working relationships.

AA is organizing the Take Your Daughters & Sons to Work Day. Lucia is organizing a children's Common Council, and will expose them to what a Common Council is, its role, and how it works. The Mayor and some Alders will be present for the event.

She has been meeting with staff from both Division in different groups, such as Administration, Investigation and Outreach, to discuss roles, cross training and unifying projects.

Lucia has been participating in many meetings and groups including: LaSup, Communities United, outreach in the community, and Department heads. She met with Larry Nelson from Engineering regarding the MOA (memorandum of agreement) on prevailing wage that AA and Engineering have.

V. Selkove asked about the status of a combined retreat and Lucia said she is first going to work on a staff retreat with the two Divisions. Lucia will be checking on the training needs of Commissions and what staff reports and presentations should be made to the Commissions.

## **6 Staff Update on Commission/Committee Application Form - R. Bloom**

After the last AAC meeting, R. Bloom contacted Cindy Wick in EO, who staffs the EOC, regarding the removal of the citizenship requirement on the Commission/Committee application form. Cindy checked and found the citizenship change was not made on the form by the Mayor's office, so she notified them to make the

change.

S. Sridharan suggested that this information be publicized to the public so the public can be aware of the change. The Commission asked R. Bloom to contact C . Wick in EO to make this suggestions.

E. Ragland said the form is also being updated to include voluntary disability information, and at the time of appointment the person can request an accommodation.

## 7 Common Council Update - Brian Benford

Brian apologized for being late. One of his co-workers died unexpectedly.

There are two big issues the Common Council are now working on. One is purchasing property on Allied Drive. This property is 22% of the housing stock on Allied Drive. If the City purchases the property, the City can steward new practices of the community and show the City cares. The property went into receivership and the City can bid up to a certain %. The bids will take place some time in May. The other big issue is paid sick leave. Brian is one of the sponsors of this ordinance. There are some changes in the proposed ordinance.

**Present:** Ald. Brian Benford, Joseph R. Clausius, Gregory B. Banks, Lendell S. Alston, Victoria S. Selkove, Bhavani "Shree" Sridharan, Tracey A. Caradine and Lucia Nunez

**Absent:** Mary M. Lin

**Excused:** Bert Zipperer, Brenda S. Gonzalez and Angela R. Russell

## 8 Report from CPD & EO Representatives

There is no CPD report because the AAC presently doesn't have a CPD representative. This will be discussed at the next meeting.

EO representative V. Selkove provided more information but most of the information had already been presented by Lucia during her Director's Report. EOC is working on the sick leave ordinance and a town hall meeting regarding banning same sex marriage and civil union. Some EO Commissioners are working on "predatory" lenders and the check cashing places and regulations. Santiago Rosas recently did a presentation on Immigrant Rights for them, and that passed at their last meeting.

## 9 Subcommittee & Work Group Reports

### \*Reports

### \*Vote on Workplan Draft

J. Clausius asked for questions or comments on the Work Plan, and G. Banks asked if this was a joint work plan for both the Commission and the AA staff. When J. Clausius and V. Selkove, who are on the work plan subcommittee replied it was a cooperative effort of working together, G. Banks asked if the commission will have its own goals and work plan sometime that is separate from the staffs. J. Clausius responded that the work plan was loosely written and the start and ending dates can be adjusted, especially since the commission has turn over and there are vacancies on the commission. Hopefully when the

commission is fully staffed, they can step up to the task.

G. Banks suggested that the title be more reflective since this is a joint work plan with all the activities being done by the staff, and the title gives the impression that this is the commission plan. He suggested the title read "AA staff and Commission". V. Selkove acknowledged the good points G. Banks was making. She said the commissioners will take the initiative and the work will be the commissioners. There was a lengthy discussion on the accuracy of the form and the goals of the commission and work plan. Some items discussed included:

\*G. Banks said the staff should do items 2 & 3, since the commissioners will need resources to collect and analyze.

\*Discussion was held on items 3,4, & 5, which are staff driven.

\*Discussion was held on what commission members want to accomplish with the information from the staff, and what the commission want to improve so they can give directives and perhaps make changes in the ordinance, and what the role of the commission is.

\*AAC needs to do oversight and take information from the staff, critique this information and make recommendations and suggestions to the AA Division (AAD).

\* M. Lin commended the subcommittee for the work they have done.

\*Lucía Nuñez stated that the staff and commission will work together on items needing to be done, and the work plan that was presented works in perfectly with what the AAD would like to accomplish. She said the AAD will use the AAC as a sound board. Lucía asked that the end dates on the draft be more flexible. She said the work needs to be done because of the AA ordinance and explained different commissions have different roles, which are defined by their particular ordinance. She sees the AAC's role as a sound board providing feedback and guidance to the AAD.

\*T. Caradine suggested having folders for each goals and making sure the background materials are in the folders.

\*S. Sridharan reminded the AAC that commissioners are transient since they are only appointed for two years, and the staff must be involved for continuity of research and doing the actual leg work.

N. Davis apologized for arriving late but his medical appointment with his wife, who is expecting, ran longer than expected. He wanted to offer the history on the work plan. The work plan has been on "simmer" for the last three years, and it is more of a road map of what the commission will accomplish. These items are the items the commission want to accomplish this year.

The AA Commissioners agreed to push back the August due date. Some commissioners wanted to vote to have a goal and work plan, since this has been on hold for a long time and it's time to move forward.

G. Banks moved to table the discussion until the next commission meeting and then have the commission take a vote on it. L. Alston seconded. Brian Benford, Abstained; Tracey Caradine, Abstained; Shree Sridharan, No; Vicky Selkove, No; Greg Banks, Yes; Len Alston, Yes; Joe Clausius, No. Motion to table did not pass.

S. Sridharan made a motion that the commission allow this to be a draft of the 2006 goals & work plan and at a later date the commission will offer suggestions to make changes. T Caradine seconded.

An amendment to the motion was made by G. Banks to change the title to include the AA Division and Commission. J. Clausius then made a friendly amendment to change the title to include the AA Commission and staff. S. Sridharan accepted the friendly amendment.

Another amendment to the motion was then made by J. Clausius to change the wording in Item #2 to explore the addition of joint report issuing and to change the end date in Item #4 from August 2006 to October 2006. S. Sridharan accepted this motion and T. Caradine seconded this motion change. **Vote: B. Benford, Aye; T. Caradine, Aye; S. Sridharan, Aye; V. Selkove, Aye; G. Banks, No; Len Alston, Aye; J. Clausius, Aye.** The Motion passed by acclamation.

10

SUBSTITUTE - Adopting and confirming amendments to the Madison General Ordinances as set forth in attached Exhibit X pursuant to Sec. 66.0103, Wis. Stats.

*R. Bloom & V. Selkove gave typo's and other changes to Lucia Nuñez to incorporate in Chapter 39.*

*G. Banks questioned if the Disability Rights Coordinator position was a promotion for the Disability Rights Specialist. L. Nuñez explained to the Commission that this was simply a job title change and that A. Bennett will report directly to the Director of Civil Rights. The title change has already passed the Personnel Commission and the Board of Estimates.*

**A motion was made by Selkove, seconded by Sridharan, to RECOMMEND TO COUNCIL TO ADOPT (15 VOTES REQUIRED) - REPORT OF OFFICER. The motion passed by acclamation.**

**Present:** Ald. Brian Benford, Joseph R. Clausius, Gregory B. Banks, Lendell S. Alston, Victoria S. Selkove, Bhavani "Shree" Sridharan and Tracey A. Caradine

**Absent:** Mary M. Lin

**Excused:** Bert Zipperer, Brenda S. Gonzalez and Angela R. Russell

## 11 Election of Vice Chair

M. Monger is not reappointed and she was the AAC Vice Chair and CPD cross-representative. V. Selkove recommended S. Sridharan for this position, and B. Benford seconded. S. Sridharan declined the nomination but thanked V. Selkove for the nomination.

S. Sridharan then nominated V. Selkove for Vice Chair and T. Caradine seconded. Nominations were closed and the vote passed unanimously. V. Selkove is the Vice Chair of the AAC.

Discussion was held about T. Caradine's position. She received a "thank you" letter from the Mayor's office, which was questioned as an error. R. Bloom will check with the Mayor's office and report back at the next meeting whether this was in error and if T. Caradine had been reappointed, and if so, if she was still an alternate.

## 12 Election of CPD Cross Representative

T. Caradine made a motion to table this item until the next meeting. S. Sridharan seconded. Motion passed unanimously.

**13 New Business - none**

**14 Adjournment**

A motion was made by Caradine, seconded by Selkove, to Adjourn Meeting adjourned at 6:40 p.m. The motion passed by acclamation.