



# City of Madison

City of Madison  
Madison, WI 53703  
[www.cityofmadison.com](http://www.cityofmadison.com)

## Meeting Minutes - Draft AFFIRMATIVE ACTION COMMISSION

*Consider: Who benefits? Who is burdened?  
Who does not have a voice at the table?  
How can policymakers mitigate unintended consequences?*

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Thursday, November 4, 2021

5:30 PM

Virtual Meeting

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The City of Madison is holding the Affirmative Action Commission meeting virtually to help protect our community from the Coronavirus (COVID-19) pandemic.

1. **Written Comments:** You can send comments on agenda items to [aac@cityofmadison.com](mailto:aac@cityofmadison.com)

2. **Register for Public Comment:**

- Register to speak at the meeting.
- Register to answer questions.
- Register in support or opposition of an agenda item (without speaking).

If you want to speak at this meeting you must register. You can register at <https://www.cityofmadison.com/MeetingRegistration>. When you register to speak, you will be sent an email with the information you will need to join the virtual meeting.

3. **Watch the Meeting:** If you would like to join the meeting as an observer, please visit <https://www.cityofmadison.com/watchmeetings>.

4. **Listen by Phone:**

877 853 5257 (Toll Free)

Webinar ID: 988 1372 5137

### CALL TO ORDER / ROLL CALL

Meeting was called to order at 5:38pm - Glenn presiding.

Staff: Melissa Gombar, Julie Austin

Guest Staff: Martha White, Jason Donkle, Adriana Peguero

**Present:** 6 - Arvina Martin; Linda J. Ketcham; Ryan J. Moze; Virginia V. Lee; Damon I. Glenn and Melissa A. Herriges

**Absent:** 3 - Erica L. Janisch; Michelle L. McKoy and Kristin M. Mathews

### APPROVAL OF MINUTES

A motion was made by Ketcham, seconded by Moze, to Approve the Minutes.  
The motion passed by voice vote/other.

### PUBLIC COMMENT

1. [68188](#) Public Comment (Nov. 2021)

There was no public comment.

#### DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

#### NEW BUSINESS

**Present:** 7 - Arvina Martin; Linda J. Ketcham; Ryan J. Moze; Erica L. Janisch; Virginia V. Lee; Damon I. Glenn and Melissa A. Herriges

**Absent:** 2 - Michelle L. McKoy and Kristin M. Mathews

2. [62395](#)

Hearing Subcommittee Members/Planning

**Attachments:** [Affirmative Action Hearing Training.docx](#)

Adriana Peguero, Assistant City Attorney, provided an overview of how the annual debarment hearings will go.

3. [62394](#)

Residency Preference Program

Not a huge update at this time. Positive feedback was provided from Economic Development.

4. [64475](#)

39.02 Policy Revisions

No updates at this time.

5. [56234](#)

Future Agenda Items for the Commission

**Attachments:** [Future Agenda Items.docx](#)

Nothing to add at this time.

#### REPORTS

6. [33325](#)

Report from the Common Council

The Alder. will report on items currently in front of the Common Council that are of interest to the Affirmative Action Commission.

It is now budget season, Alder Martin busy working on that.

7. [33326](#)

Report from the Director of the Department of Civil Rights

The Director will report on current work in the Department, including:

- Personnel Updates
- New Projects or Partnerships
- Report on Existing Projects

**Director Davis was not present at this meeting, but Gombar shared information about the budget on his behalf. For the DCR budget, we asked for three community connector positions and we got one.**

8. [33327](#)

Report from the Affirmative Action Division Manager

The Division Manager will report on current work in the Division, including:

- Personnel updates
- Contract compliance concerns
- Status of large construction projects
- New or existing projects or partnerships

**Good Faith Efforts are changing to Workforce Affirmative Action Best Practices. Wordmarks were made for TBE's to display on their websites to show they are certified with the City of Madison.**

**How can we recognize/highlight businesses that go above and beyond in their contracting goals/efforts?**

9. [41726](#)

Report from the MLK Humanitarian Award Commission

**Nominations are due 11/12 - there are none as of yet.**

#### ADJOURNMENT

**A motion was made by Martin, seconded by Glenn, to Adjourn. The motion passed by voice vote/other. The meeting was adjourned at 7:15pm.**