



# City of Madison

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

## Meeting Minutes - Approved AFFIRMATIVE ACTION COMMISSION

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Tuesday, April 14, 2015

5:00 PM

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

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### 1. CALL TO ORDER / ROLL CALL

**Staff:** Norman Davis, Lucía Nuñez, Kate McCarthy

**Presenters:** Mike Lipski, Sarah Olson

**Meeting called to order at 5:14p.m., Laura Sorensen presiding.**

**Present:** 6 - Joseph R. Clausius; Ryan J. Moze; Steven L. Rush; Tobin W. McGilligan;  
Laura Sorensen and Emily E. Kuhn

**Absent:** 1 - Dianne Mosley

**Excused:** 4 - Linda J. Ketcham; Theola V. Carter; Angela Y. Fitzgerald and Margaret M.  
McInnis

### 2. APPROVAL OF MINUTES

**A motion was made by McGilligan, seconded by Rush, to Approve the Minutes.  
The motion passed by voice vote/other. Due to absence at the March meeting,  
Moze abstained from voting.**

**Absent:** 5 - Linda J. Ketcham; Theola V. Carter; Dianne Mosley; Angela Y. Fitzgerald  
and Margaret M. McInnis

**Ayes:** 5 - Steven L. Rush; Tobin W. McGilligan; Laura Sorensen; Emily E. Kuhn and  
Joseph R. Clausius

**Abstentions:** 1 - Ryan J. Moze

### 3. PUBLIC COMMENT

None.

### 4. DISCLOSURES AND RECUSALS

None.

### PRESENTATIONS

5. [34721](#) Human Resources Hiring Practices and Strategic Plan Presentation

Mike Lipski and Sarah Olson from Human Resources presented on the hiring process for the City of Madison. Lipski discussed the online application system that has allowed for reporting on racial/ethnic information, where candidates fall off in the hiring process, etc. Lipski also reported on the increased outreach and partnering that has been done with the Urban League, Job Mob with MATC, and Dane County. Human Resources has also done onsite interviews for seasonal laborer positions, featured employer seminars, reviewed training and experience sections of job postings and changed them based on what is actually necessary for the position. There was also a discussion on what was being done to address the drop for racial/ethnic candidates between the number of candidates who submitted applications vs. the number of candidates hired. Alder. Clausius asked if they noticed a change since Ban the Box, which Lipski reported was too early to tell.

#### DISCUSSION ITEMS

6. [38009](#) 2015 Public Works Contracting Disparity Study Discussion

**Attachments:** [Public Works Contracting Disparity Study](#)

This item was not discussed due to a loss of quorum.

#### POTENTIAL ACTION ITEMS

7. [38010](#) Proposal for Letter Regarding Prevailing Wage Bill

**Attachments:** [Prevailing Wage Laws](#)  
[2015 Assembly Bill 32](#)  
[2015 Senate Bill 49](#)

This item was not discussed due to a loss of quorum.

#### REPORTS

8. [33325](#) Report from the Common Council

No report was given due to a loss of quorum.

9. [33326](#) Report from the Director of the Department of Civil Rights

No report was given due to a loss of quorum.

10. [33327](#) Report from the Affirmative Action Division Manager

No report was given due to a loss of quorum.

**11. FUTURE TOPICS FROM THE FLOOR**

This item was not discussed due to a loss of quorum.

**12. ANNOUNCEMENTS**

This item was not discussed due to a loss of quorum.

**13. ADJOURNMENT**

The meeting adjourned at 5:39p.m. due to a loss of quorum.