



City of Madison

City of Madison
Madison, WI 53703
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?*

Thursday, July 2, 2020

5:30 PM

Virtual Meeting

Meeting was called to order at 5:36PM, Ketcham presiding.

CALL TO ORDER / ROLL CALL

Staff: Melissa Gombar, Norman Davis, and Julie Austin

Present: 9 - Arvina Martin; Linda J. Ketcham; Ryan J. Moze; Erica L. Janisch; Michelle L. McKoy; April C. Kigeya; Awais M. Khaleel; Damon I. Glenn and Stephanie J. Munoz

APPROVAL OF MINUTES

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

[61163](#)

PUBLIC COMMENT

There was no public comment.

DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

NEW BUSINESS

1. [50526](#) Appoint Members to Small Business Enterprise Appeals Committee

The commission appointed Erica Janisch and Damon Glenn to the Small Business Enterprise Appeals Committee with Awais Khaleel as an alternate.

DISCUSSION ITEMS

Present: 8 - Arvina Martin; Linda J. Ketcham; Ryan J. Moze; Erica L. Janisch; Michelle L. McKoy; Awais M. Khaleel; Damon I. Glenn and Stephanie J. Munoz

Absent: 1 - April C. Kigeya

2. [48680](#) 2020 Work Plan/Outreach Plan

Attachments: [AAC 2020 Workplan and Project List.xlsx](#)

The commission expressed their concerns about the commission not being

able to meet sooner.

The main topics the commission would like to focus on during the pandemic are in housing, daycare situations, schools, and employment. They discussed how they can help as a commission and what ideas to bring to the Common Council.

3. [56234](#) Future Agenda Items for the Commission

The commission discussed wanting to develop a Residency Preference Program. This will be on the August agenda.

REPORTS

4. [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.

Alder Martin discussed the policing discussion and how it can bring a lot of different feelings to the table. They are discussing the hiring of a Chief and how to handle all the mental health calls.

5. [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

Davis discussed the budget, and right now we are in a hiring freeze. We were lucky to have the Equity Coordinator position and the Bilingual Equal Opportunity Investigator position approved by the Mayor's office. The Police Auditor position is moving forward through approvals as well. Melissa Gombar is in the process of revising the 3-5 Prohibited Harassment Policy.

6. [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

Gombar welcomed new commissioner, Damon Glenn. She offered this commission to provide feedback on policy development for the Emergency Operations Center.

7. [41726](#) Report from the MLK Humanitarian Award Commission

No update from the MLK Commission.

ADJOURNMENT

A motion was made to Adjourn. The motion passed by voice vote/other. The meeting was adjourned at 7:25pm.