



City of Madison
Meeting Minutes - Final
AFFIRMATIVE ACTION COMMISSION

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

Tuesday, March 14, 2006

5:00 PM

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

1 CALL TO ORDER at 5:03 p.m.

2 ROLL CALL

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

Present: Ald. Brian Benford, Malika S. Monger, Joseph R. Clausius, Gregory B. Banks,
Lendell S. Alston, Victoria S. Selkove, Bhavani "Shree" Sridharan, Brenda S.
Gonzalez and Norman Davis

Absent: Jennifer L. Drew, Mary M. Lin and Tracey A. Caradine

Excused: Bert Zipperer and Angela R. Russell

3 PUBLIC COMMENT - none

Approve the Minutes

4 APPROVAL OF MINUTES

A motion was made by Selkove, seconded by Ald. Benford, Gregory Banks
abstained. The motion passed.

5 DCR DIRECTOR'S REPORT - LUCIA NUÑEZ

Re: Item #9 on this agenda (02556 Chapter 39) - Instead of putting all five ordinances in Chapter 39, Chapter 39 will now be drafted to create the DCR department and put in the DCR Director position, and it will reference the five involved ordinances but leave them as they are except for titling changes. At the next meeting, the Commissioners will have a copy of the new Chapter 39 for their review. The EO & AA staff is currently reviewing the new Chapter 39 and needed references will be incorporated into all five ordinances.

Lucía has been working on the new space on the 5th floor of the City County Building with Jim Whitney from the Planning Dept. The architects will be making the space accessible and bids will go out for carpeting, painting, construction changes, and other work that needs to be done. October is the targeted moving date.

R. Bloom electronically sent the Commissioners the flyer for the reception the Mayor's office is giving for Lucía and Dr. Tom Schlenker. R. Bloom routed a flyer at the Commission meeting. The reception is scheduled for Tuesday, March 28th from 5:30 to 7:00 P.M. at Harambee on South Park Street.

Bench marking - Lucia has assigned the City's bench marking project to N. Davis of the AA office. He will gather data from the AA staff on how and what the AA measures, what is important to the people of Madison, etc. This information will be provided to the Mayor's office, where Andrew Statz is taking the lead on this initiative.

As of March 14th, 84% (2585 to date) of city employees have attended APM 3-5 training sessions. There are still more sessions scheduled, including training for workers with special needs.

A. Bennett, the Disability Rights Coordinator, is working with Engineering on audible signal lights. Lucia attended meetings of the subject and learned that some of the signal lights make chirping sounds and some make clacking sounds. The confusion of the inconsistent sounds has led some members from the community to file complaints. Lucia has learned that there are not many audible signal light companies and the city is limited by the options available for purchase.

The AASPIRE intern program has eight positions open in eight different departments: Community Development Block Grant, DCR - EOC, Dept. of Planning & Development - Planning Unit, Mayor's Office, Monona Terrace Community & Convention Center, Parks Division, Senior Center and Water Utility. Commissioners asked why there were only eight positions available. Enis Ragland explained to the Commissioners that there is only \$14,000 in the program and departments are asked to pay at least half of the salaries. Only eight departments are involved because of cost constraints. The deadlines for application is April 15th.

Lucia has been meeting with different groups and attending many meetings. This includes attending the EO Employment Committee meeting, and the meeting on the accessible housing conference, and the Troy Gardens ground breaking. There will be 30 barrier-free units built there. E. Ragland discussed the conference, which is in the planning state. This conference is to get builders to build barrier-free homes. The conference will be held in late September/early October.

Lucia handed out a roster update, which is no longer current since Malika Monger told us she will only be at one more AAC meeting. Lucia also distributed a copy of the new APM 3-1 for the Commissioner manuals.

S. Sridharan asked if the applications for the City were updated to remove the citizenship requirement for Commissions & Committees. This was an EO initiative that AAC voted on. R. Bloom will follow up on the status of the application update and report back to the Commissioners about this at the next meeting.

DCR web site is now up. Lucia's picture will be taken and incorporated onto the web site.

6 COMMON COUNCIL UPDATE - B. BENFORD

Lucia's earlier report on traffic lights reminded Brian of a fact he recently learned - an African American invented the traffic light.

The big issues in front of the Council are: paid sick leave, inclusionary zoning, the Gorman project on Washington Avenue, and the city trying to buy the

property on Allied Drive.

Brian is involved in setting up the Northside Festival which will be held at Warner Park on Saturday, September 2nd, Labor Day weekend. The north side is extremely diverse and this festival will be inclusive so everyone can partake. There will be musical acts, and corporate sponsors will be contacted. This first year of the festival will be small but he hopes this will build and future profits will go to help the community centers - Vera Court, Kennedy Heights, Packers & Northport. Brian will send out e-mails on this festival as this initiative unfolds and would appreciate help and support on this project.

Brian also discussed the Allied Drive property. The property will be going to auction and if the city can own this property they can set the direction that is taken in that area of the City.

7 SUBCOMMITTEE & WORK GROUP REPORT

Norman Davis arrived at 5:30 P.M.

CPD meeting report - Lucia provided information from the CPD meeting she attended. There was a presentation from Disability Rights of WI. on an informal survey regarding polling place accessibility. There was also a staff presentation about the complaint process regarding hearing complaints and how departments were following up on those complaints.

EOC report - Vicky Selkove gave updates on the last EOC meeting. There are many items being handled by the EOC. One is the sick leave ordinance which the EOC is the lead on. The EOC is also organizing a same sex marriage and civil unions town hall meeting. This will be an educational event, probably at the end of April and the location is not yet determined. Another item EOC is discussing is fees for cash checking and bank fees.

Work Group report - Norman Davis, Vicky Selkove & Joe Clausius met prior to the last scheduled meeting to discuss the 2006 goals and work plan. Norman distributed the draft materials.

Draft Handout Item 2 - Collect & Analyze & community views of city services/agencies - the AAC can get feedback on perceptions of city agency services and efforts on accessibility. V. Selkove suggested a town hall or community meeting and/or a survey. S. Sridharan thought the scope appeared too broad and that the survey or town hall meetings should pertain specifically to AAC issues.

Draft Handout Item 3 - Recognize outstanding agencies and contractors could be an annual event. This could include education of the current contract compliance process. At the next meeting this subcommittee will provide information on what this could really look like with substantive feedback.

N. Davis stated the Civil Rights/Affirmative Action Compliance plan for the next five years will be drafted this year and AAC input will be needed for this very important document.

Draft Handout Item 6 - Education and Review of Internal Functions - the staff will provide information.

G. Banks questioned if this was a joint plan developed by the AA staff and the Commissions, and N. Davis responded that it was a joint plan.

Commissioners commented on the great job the subcommittee did on this draft. The work plan draft will be a separate item on the next agenda so the Commissioners can finalize and approve it. The Commissioners were asked to look over the draft and be ready to vote at the next meeting.

8 DCR ADVISORY & STAFF TEAM REPORTS

M. Monger left before this item.

L. Nuñez said the Advisory Committee is meeting on Monday, March 20th at 5:15 P.M. in LL-120.

A. Russell was not in attendance to give report, and E. Ragland has already left - no report.

- 9 [02556](#) SUBSTITUTE - Adopting and confirming amendments to the Madison General Ordinances as set forth in attached Exhibit X pursuant to Sec. 66.0103, Wis. Stats.

This was discussed during the Director's report. By the next meeting there should be a draft of Chapter 39 provided to Commissioners that will create the Department and the DCR Director's position, and have updated reference to the involved five ordinances.

10 NEW BUSINESS - none

Adjourn

11 ADJOURNMENT

A motion was made by Ald. Benford, seconded by Sridharan, The meeting was adjourned at 6:00 P.M. The motion passed.