



City of Madison

City of Madison
Madison, WI 53703
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Meeting Minutes - Approved AFFIRMATIVE ACTION COMMISSION

Tuesday, August 11, 2009

5:00 PM

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

1. CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:03 p.m., Christian Odom presiding.

Present: 7 -

Ald. Joseph R. Clausius; Bert G. Zipperer; Christian L. Odom; Donna V. Hurd; James J. Chiolino; Bhavani "Shree" Sridharan and Lucia Nunez

Absent: 1 -

Sharyl J. Kato

Excused: 2 -

Theola V. Carter and Augustine S. Tatus

2. APPROVAL OF MINUTES

A motion was made by Zipperer, seconded by Chiolino, to Approve the Minutes as corrected. The motion passed by voice vote/other.

3. PUBLIC COMMENT

There was no public comment.

4. [14148](#)

DIRECTOR'S REPORT- Presented for information only. No action required

Lucía Nuñez, DCR Director, will report on the following:

- Her activities since the last meeting
- Staff activities since the last meeting
- Activities of the Equal Opportunities Commission and Commission on Persons with Disabilities since the last meeting.

Lucía Nuñez reported that the Department of Civil Rights had submitted its budget proposals for 2010. The Department submitted a target budget for \$1,443,040 as well as a second budget reflecting 6% in reductions. Due to staff turnover, the agency was able to do some creative things with the Target budget. The 6% reduction is about \$86,000. This proposal provides the Mayor with a laundry list of possible budget cuts to choose from. Because the DCR budget is more than 85% salaries. It was difficult to reach a 6% savings without impacting salaries. Possible reductions include reducing the Disability Rights Coordinator position to 80% and reducing AASPIRE Interns. Reductions in the agency's Liability Insurance costs also provided added funds for the agency to work with--over \$48,000.

The Mayor is holding public hearings on the budget. Information on these hearings will be emailed to Commissioners.

Nuñez reported that the Commission on People with Disabilities voted to approve the resolution on drafting and sponsorship of resolutions and ordinances on a 5 to 4 vote at their last meeting. The Equal Opportunities Commission adopted the resolution last month.

Commissioners Carter, Clausius, Hurd and Odom will participate in the filming of a public service announcement relative to serving on City boards, commissions and committees that is being produced by the Madison City Channel.

Nuñez reported that Norman Davis, Affirmative Action Manager, was unable to attend the meeting. He will provide the information requested on workforce availability at the next meeting.

5. [14091](#)

DIVISION MANAGER'S REPORT

Norman Davis, Affirmative Action Division Manager, will report on activities of the Division since the last meeting.

No report.

6. [07972](#)

COMMON COUNCIL UPDATE BY ALD. CLAUSIUS--Presented for information only. No action required.

Ald. Clausius reported that the Common Council is on summer hiatus before the budget process begins. The Capital Budget is expected to get the most attention. The proposal to build a new library vs. remodeling the existing facility is likely to be subject to much debate. Nuñez noted that the current structure is not very accessible.

The Federal government has cut Section 8 rent subsidies. This could force the CDA to raise rents. A stop-gap measure is being considered that would take funds from the Affordable Housing Trust Fund to make funds available to clients on a short-term basis.

Another major project is the Well 29 Filter. There have been problems with contaminants. The well is now up and running and the grand opening is scheduled for August 15.

Clausius is interested in hearing ideas for the 2010 budget.

7. [15347](#)

Consider proposing amendments to the Affirmative Action Ordinance to specify the terms of Commissioners to be three (3) years.

This would make the terms on the three commissions staffed by the Department of Civil Rights consistent.

A motion was made by Zipperer, seconded by Ald. Clausius, to Approve the proposal to amend Section 39.02(3)(c) to change the term of members on the Affirmative Action Commission from two to three years. The motion passed by voice vote/other.

This will make the terms of the Commissions staffed by the Department of Civil Rights a consistent length. Ald. Clausius agreed to sponsor the ordinance amendment.

8. [15348](#) Discussion regarding amending the Rules of the Affirmative Action Commission to change the term of officers from two years to one year.

A motion was made by Zipperer, seconded by Chiolino, to Approve an amendment to the Rules of the Affirmative Action Commission changing the term of officers from two years to one year. The motion passed by voice vote/other.

9. [15565](#) Discussion regarding proposal to authorize the Affirmative Action Commission, the Commission on People with Disabilities and the Equal Opportunities to have ordinances drafted and to sponsor ordinances and resolutions for introduction to the Common Council.

Attachments: [Resolution.pdf](#)
[Sponsorship ordinance background.pdf](#)
[Resolution, Subcomte Version.pdf](#)
[Substitute Sponsorship Resolution.pdf](#)

A motion was made by Zipperer, seconded by Hurd, to Approve the resolution to allow Commissions staffed by the Department of Civil Rights to request drafting and to introduce ordinances and resolutions without a sponsor.

The Commission discussed the pros and cons of proceeding with the resolution.

Clausius stated that he has surveyed the Common Council and has spoken with the Mayor. He does not believe there is Common Council support and he stated that he would not be willing to sponsor the proposal. He stated that he has also spoken with the City Attorney who has expressed concern about the possibility of "me too" requests from other boards, commissions and committees and the resulting increased drafting burden for his department.

It was noted that the third "Whereas" clause should be corrected to cite Section 39.03(10)(b) rather than 39.03(10)(b).

Odom stated that for many people in our community, the system is broken. While this is not a magic fix, it is a step in the right direction and it will strengthen our process and demonstrate the City's commitment to civil rights. It is proactive, not reactive.

Hurd suggested educating the public before pursuing the proposal.

Nuñez reported that Ald. Clear voted against the proposal at the Commission on People with Disabilities meeting and indicated he would not be willing to sponsor the proposal. Ald. Solomon was not present when the Equal Opportunities Commission voted on the proposal.

Shree indicated his belief that the proposal would be met with a strong negative reaction.

The Commission agreed to delay action on the proposal until the September meeting when it is hoped that more Commissioners will be in attendance.

A motion was made by Chiolino, seconded by Ms. Hurd, to Defer action until the next meeting in order to have more Commissioners present and to obtain comments from Mayoral Aide Ray Harmon. The motion passed by voice

vote/other.

10. [15578](#) Presentation on Dane County Unemployment Statistics for Racial/Ethnic Minorities, Women and People with Disabilities and Discussion of the Role of the Affirmative Action Commission in Addressing it.

Odom stated that he has looked at Wisconsin Department of Workforce Development and U.S. Department of Labor statistics on unemployment. The statistics for Latinos and African Americans are very disproportionate. He would like to discuss what can be done by the Department of Civil Rights and the Affirmative Action Commission to address this.

This item will be included on the next agenda.

11. [15579](#) Discussion Relative to Creation of a Subcommittee to Explore and Recommend Ways for the Affirmative Action Commission (AAC) to Have Meaningful Dialog and Formulate Action on How the AAC Operates, the Type of Information it Receives from the Department of Civil Rights, and Recommendations on New Information the AAC Should Review.

Odom gave an introduction on this item and Nuñez stated that this item fits well within the 2009 Workplan Development.

A motion was made by Hurd, seconded by Zipperer, to create an ad hoc committee to explore and recommend ways for the Affirmative Action Commission to have meaningful dialog and formulate action on how the Commission operates, the type of information it receives from the Department of Civil Rights and to formulate recommendations on new information the Commission should receive. Motion passed by voice vote/other.

Hurd volunteered to serve on the committee. Additional appointments will be made at the next Commission meeting.

12. [12950](#) 2009 Workplan Development

Referred to the next meeting.

13. **INTRODUCTION OF FUTURE TOPICS FROM THE FLOOR**

No new items were introduced.

14. **ADJOURNMENT**

The meeting adjourned at 6:15 p.m.

Minutes prepared by Cindy Wick, DCR Executive Assistant.