



# City of Madison

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

## Meeting Minutes - Approved AFFIRMATIVE ACTION COMMISSION

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Tuesday, April 15, 2008

5:00 PM

210 Martin Luther King, Jr. Blvd.  
Room 523, City-County Building

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### 1. CALL TO ORDER / ROLL CALL

Vicky Selkove called the meeting to order.

**Present:** 9 -

Joseph R. Clausius; Bert Zipperer; Jason A. Delborne; Tracey A. Caradine;  
Augustine S. Tatus; Joel Walters Jr; Nitza A. Pfaff; Victoria S. Selkove and  
Bhavani "Shree" Sridharan

**Excused:** 1 -

Lucia Nunez

### 2. APPROVAL OF MINUTES

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

### 3. PUBLIC COMMENT

No public comment was received.

### UNFINISHED BUSINESS

4. [08992](#) SUBSTITUTE - Creating Section 33.27 of the Madison General Ordinances to  
codify the existence of the Minority Affairs Committee and the Women's  
Issues Committee.

**Attachments:** [4315mac-wic.pdf](#)  
[4315mac-wicSUB.pdf](#)

A motion was made by Zipperer, seconded by Sridharan, to RECOMMEND TO  
COUNCIL TO ADOPT - REPORT OF OFFICER. The motion passed by voice  
vote/other.

5. [08016](#) Annual Report on Balance of Gender, Racial/Ethnic Minorities and People with  
Disabilities on City of Madison committee, commission and board  
appointments.

Attachments: [Final Annual Report.pdf](#)

A motion was made by Delborne, seconded by Zipperer, to RECOMMEND TO COUNCIL TO ADOPT as amended - REPORT OF OFFICER. The motion passed by voice vote/other.

Amendments:

On a motion made by Delborne and seconded by Zipperer the report was amended on page 5, No. 3 to read: "to (delete solely) track (and add) and enhance" Motion passed by voice vote/other.

On a motion made by Delborne and seconded by Tatus the report was amended on page 5, no. 8 to read" "request that by June 1, 2008, the Mayor set a deadline for all current Commission, Committee and Board members to . . ." Motion passed by voice vote/other.

On a motion from Delborne and seconded by Sridharan, the language in no. 9 was broadened to list all protected classes in the Equal Opportunities Ordinance, including specifically sexual orientation. Motion passed. Zipperer voted no.

This will also be added on the revised application form

6. [08019](#)

Study on and recommendations to Common Council to improve the balance of women, racial/ethnic minorities and people with disabilities in top City of Madison management positions and subsequent salaries.

Attachments: [final report on hiring.pdf](#)

A motion was made by Tatus, seconded by Zipperer, to RECOMMEND TO COUNCIL TO ADOPT as amended - REPORT OF OFFICER. The motion passed by voice vote/other.

Amendments:

On a motion made by Delborne and seconded by Sridharan, p. 3, item b. change from "lack of" to "under representation of women." Motion passed by voice vote/other.

On a motion made by Delbourne and seconded by Zipperer, on page 4, staff was asked to add a footnote explaining benchmarks of market availability. Motion passed by voice vote/other.

On a motion made by Delborne and seconded by Tatus, the Commission asked staff to clarify language on page 4 relative to Attorneys to make sure that the report does not assume that the 2 people that have flexible schedules are women and fix the discrepancy between 47 and 57 percent. Motion passed by voice vote/other.

On a motion made by Delborne and seconded by Zipperer, the first paragraph on page 5 was amended to read "One area of particular concern is that not only do women represent only 39% of all applicants for top management positions, but they are also certified at a much lower rate than male applicants – 39% of all applicants are women and only 30% of certified applicants are women. We note, however, that although women represent only 30% of certified applicants they are hired at a higher rate of 41% which is encouraging, but still falls short of the 47% benchmark." Motion passed by voice vote/other.

A motion was made by Delborne to amend page 5, last sentence of Hiring Related Recommendations, to change the wording to move toward more diversity in City management. In the absence of a second, the motion was withdrawn.

On a motion made by Delborne and seconded by Zipperer, Recommendation 2 on page 5 was amended to define "under-utilize." Motion passed by voice vote/other.

On a motion made by Delbounne and seconded by Zipperer, staff was asked to add an example of what the City might want to learn from an exit interview to No. 6 on page 6. Motion passed by voice vote/other.

A motion was made by Delborne and seconded by Zipperer that No. 4 of the Policy Related Recommendations be amended to add diversity hiring and retention. Motion passed by voice vote/other.

## **10. ADJOURNMENT**

A motion was made by Zipperer, seconded by Delborne, to Adjourn. The motion passed by voice vote/other.