



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, March 4, 2021

5:30 PM

Virtual Meeting

The meeting was called to order at 5:35pm, Janisch presiding.

CALL TO ORDER / ROLL CALL

Staff: Melissa Gombar and Julie Austin

Present: 5 - Ryan J. Moze; Erica L. Janisch; Michelle L. McKoy; Awais M. Khaleel and Damon I. Glenn

Absent: 3 - Arvina Martin; Linda J. Ketcham and April C. Kigeya

APPROVAL OF MINUTES

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

1. [61163](#) PUBLIC COMMENT

There was no public comment.

DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

DISCUSSION ITEMS

2. [50053](#) Residency Preference Program

Attachments: [Milwaukee RPP Policies.pdf](#)

Gombar gave an update on the South Madison Neighborhood Project and the interviews the Affirmative Action Team has started. Results will be announced at the April meeting.

3. [64475](#) 39.02 Policy Revisions

The commission discussed possible policy revisions to 39.02. This included the debarment period and liquidated damages. Some commissioners wanted to remove the two years and say the debarment is lifted as soon as an approved plan is in place - others think the goal is to have the plan done ahead of time and if not, then there should be penalties - including them being more harsh each time at default. The commission wants to get the City Attorney's take on

this and how we can enforce the liquidated damages.

4. [56234](#) Future Agenda Items for the Commission

*Bringing Linette Rhodes in from CDD to come to a meeting

*RPP Update from Melissa

REPORTS

5. [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.

There was no report from the Common Council.

6. [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

There was no report from the director.

7. [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 updated the commission that April has moved and can no longer serve on this body. She will be working on recruiting two new members - please share this opportunity with those who would be interested. Saran has been promoted to Manager of Office of Business Administration so we are recruiting for a Contract Compliance Specialist to fill the vacant position.

We are working with Gorman on a settlement for not reaching their EBE goal. This brought a question about debarment for companies not reaching their goals.

8. [41726](#) Report from the MLK Humanitarian Award Commission

Nominations are moving up to before November and they are working on marketing to help raise awareness.

ADJOURNMENT

A motion was made by Glenn, seconded by Moze, to Adjourn. The motion passed by voice vote/other. The meeting was adjourned at 6:56pm.