



City of Madison

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Madison, WI 53703
www.cityofmadison.com

Meeting Minutes - Approved 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, October 7, 2021

5:30 PM

Virtual Meeting

Meeting was called to order at 5:35pm - Glenn Presiding.

CALL TO ORDER / ROLL CALL

Staff: Melissa Gombar and Julie Austin

Present: 7 - Linda J. Ketcham; Ryan J. Moze; Erica L. Janisch; Michelle L. McKoy;
Kristin M. Mathews; Virginia V. Lee and Damon I. Glenn

Absent: 2 - Arvina Martin and Melissa A. Herriges

APPROVAL OF MINUTES

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

PUBLIC COMMENT

1. [61163](#) **PUBLIC COMMENT**
(Oct. 2021)
There was no public comment.

DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

NEW BUSINESS

2. [62394](#) Residency Preference Program
Damon, Ryan, and Melissa collected data to share with the commission.
Research is continuing - more updates at future meetings.
3. [64475](#) 39.02 Policy Revisions
This will be prioritized in 2022. Updates to follow at future meetings.
4. [57131](#) Annual Affirmative Action Plan Debarment Hearings

Attachments: [Appeal Types.pdf](#)
[One Pager.pdf](#)

A second round of hearings for 2020 need to take place. A few dates were chosen that commissioners would be available for 50K hearings. The actual date will be decided later and will take place in November.

5. [56234](#) Future Agenda Items for the Commission

Attachments: [Future Agenda Items.docx](#)

The commission wants to discuss these items at a future meeting:

- * Sustainability considerations
- * Storm Water Planning
- * Mens Shelter Sites
- * Affordable Housing

REPORTS

6. [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.

7. [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

The director was not present, but Melissa Gombar was able to let the commission know DCR's budget was approved for a full time language access staff member.

8. [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 reported that DCR staff were back in the office twice per week and open by appointment only. This commission will review the Equitable Workforce Plan soon. It was also reported that there have been an influx in AMP 3-5 Prohibited Harassment complaints.

9. [41726](#) Report from the MLK Humanitarian Award Commission

Keep pushing for nominations - so far there have not been any submitted.

ADJOURNMENT

A motion was made by Moze, seconded by McKoy, to Adjourn. The motion passed by voice vote/other. The meeting adjourned at 7:24 pm.