



# City of Madison

City of Madison  
Madison, WI 53703  
[www.cityofmadison.com](http://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?*

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Thursday, September 4, 2025

5:30 PM

Virtual Meeting

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The City of Madison is holding the Affirmative Action Commission meeting virtually to help protect our community from the Coronavirus (COVID-19) pandemic.

1. **Written Comments:** You can send comments on agenda items to:  
[AAC@cityofmadison.com](mailto:AAC@cityofmadison.com)

2. **Register for Public Comment:**

- Register to speak at the meeting
- Register to answer questions
- Register in support or opposition of an agenda item (without speaking)

If you want to speak at this meeting you must register. You can register at <https://www.cityofmadison.com/MeetingRegistration>. When you register to speak, you will be sent an email with the information you will need to join the virtual meeting.

3. **Watch the Meeting:** If you would like to join the meeting as an observer, please visit <https://www.cityofmadison.com/watchmeetings>.

4. **Listen by Phone:**  
+1 312 626 6799 US (Chicago)  
833 548 0276 US Toll-free

Meeting ID: 846 7117 9789  
Passcode: Request via email to [AAC@cityofmadison.com](mailto:AAC@cityofmadison.com)

### Call to Order/Roll Call

The meeting was called to order at 5:31 pm, Chair Banks presiding.

**Present:** 6 - John W. Duncan; Ryan J. Moze; Jasmine C. Banks; Kristin M. Mathews;  
Virginia V. Lee and Damon L. Glenn

### Approval of Minutes

A motion was made by Alder Duncan, seconded by Commissioner Glenn, to Approve the Minutes from June 5, 2025. The motion passed by voice/other.

### Public Comment

1. [89419](#) Public Comment (September 2025)

There were no public comments.

### Disclosures and Recusals

There were no disclosures and recusals.

### New Business

2. [87483](#) Adopting the Updated Elected and Appointed Official Code of Ethical Conduct

**Sponsors:** Bill Tishler

**Attachments:** [PROPOSED: Updated Elected and Appointed Official Code of Ethical Conduct](#)  
[IN EFFECT: Elected and Appointed Official Code of Ethical Conduct Update](#)  
[BPW Presentation Elected and Appointed Official Code of Ethical Conduct.ppt](#)  
[Updated Presentation Elected and Appointed Official Code of Ethical Conduct](#)  
[Updated 7-17-25 Elected and Appointed Official Code of Ethical Conduct.pdf](#)

A motion was made by Commissioner Moze, seconded by Commissioner Mathews, to approve the revisions to the code of conduct. The motion passed by voice/other.

**Alder Duncan presented the proposed changes.**

**A motion was made by Commissioner Moze, seconded by Commissioner Mathews, to approve the revisions to the code of conduct. The motion passed by voice/other.**

3. [89073](#) Conversation on Protected Classes

**Davis and Commissioner Klebba from the Equal Opportunities Commission gave an update.**

### Discussion Items

4. [83771](#) 50k Hearing Update

**Davis and Moze gave an update.**

5. [79626](#) AAC Recruitment

**Attachments:** [AAC Recruitment Brochure](#)

**Davis gave an update.**

6. [62394](#) Residency Preference Program
- Davis gave an update.
7. [82726](#) Equity Analysis and Landmark review  
-Responses from Stakeholders
- Davis gave an update.
8. [56234](#) Future Agenda Items for the Commission
- There were no suggestions.

#### Reports

9. [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.
- Alder Duncan gave an update.
10. [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
- Davis gave an update.
11. [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
- Lomax gave an update.

#### Adjournment

A motion was made by Commissioner Moze, seconded by Commissioner Glenn, to Adjourn. The motion passed by voice vote/other. The meeting adjourned at 6:39pm.