

Contracting Equity Strategy: 25k Review

Civil Rights Key Deliverables

Education

Access

Accountability

Affirmative Action Plans

All vendors that received over \$25,000 from the City of Madison in 2018 should have an Affirmative Action Plan on file according to the contract they sign with the City of Madison

Affirmative Action Plans are a tool we use to make sure our funds are invested in companies that strive to have diverse and equitable workforce demographics

Process

August

• Civil Rights meets with City partners to finalize list of those vendors receiving \$25,000 or more in City funds

September

We send vendors a letter reminding them to file an AA Plan

October

 AA Plans are due. If not received we notify the company with a Demand to Cure letter

November

• Hearing notices are sent out to those vendors who have not yet submitted a plan

December

Affirmative Action Commission Appeals Subcommittee holds hearings

Possible Hearing Outcomes

Stay

Termination of Contract

Debarment

Liquidated Damages

Commission Next Steps

September meeting: Identify Appeals Subcommittee Members