



City of Madison

City of Madison
Madison, WI 53703
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Meeting Minutes - Approved AFFIRMATIVE ACTION COMMISSION

Tuesday, September 17, 2013

5:00 PM

215 Martin Luther King, Jr. Blvd.
Room LL-120 (Madison Municipal Building)

CALL TO ORDER / ROLL CALL

Present: 7 -

Joseph R. Clausius; Theola V. Carter; Kyara I. Moss; Laura Sorensen;
Michael M. Johnson; Nu Lee and Margaret M. McInnis

Excused: 2 -

Linda J. Ketcham and Sharyl J. Kato

Staff: Lucía Nuñez, Melissa Gombar, Kate McCarthy, Tariq Saqqaf

This meeting was called to order at 5:09 p.m., Theola Carter presiding.

APPROVAL OF MINUTES

A motion was made by Sorensen, seconded by Johnson, to approve the minutes of the July 9, 2013 meeting. The motion passed by voice vote/other.

PUBLIC COMMENT

None.

DISCLOSURES AND RECUSALS

None.

DISCUSSION ITEMS

1. Explanation of NRT

Saqqaf goes over the development of the NRTs. The creation was a way for all agencies to get involved in areas of the community that were most isolated. The idea was to address the issues going on in each neighborhood and raise the quality of life. The goal is to enhance communication with City staff and stakeholders to see what is going on in the neighborhood and how to respond to it better. Currently, there are nine NRT's in different areas around Madison. One example of something that has changed is the new bus route to the Owl Creek NRT, making it a lot more accessible for children coming back from school, going to work, etc.

REFERRALS FROM THE COMMON COUNCIL

2. [31080](#) Amending Section 39.03 of the Madison General Ordinances to add unemployment as a protected class.

Lucia Nunez introduced and gave context to the amendment of adding unemployment as a protected class. Ms. Nunez read the amended section of the ordinance.

A motion was made by Johnson, seconded by McInnis, to Return to Lead with the Recommendation for Approval to the EQUAL OPPORTUNITIES COMMISSION. The motion passed by voice vote/other.

3. [31054](#) Declaring the City of Madison's intention to adopt an Equity Impact Model.

Gombar discusses the potential of an equity model and what implications it could have. There could be an equity note, same as fiscal note on legislative files, but mainly an equity model looks at how something is benefiting some but disproportionately affecting others. Gombar mentions that the way an equity model will look is very theoretical at this point. The employee engagement model from HR is infusing an equity model, so it will be prevalent in many areas throughout the City. Gombar states that the model is being co-chaired between Public Health and Civil Rights. A motion was made by Sorensen, seconded by Lee, to Return to Lead with the Recommendation for Approval to the BOARD OF HEALTH FOR MADISON AND DANE COUNTY. The motion passed by voice vote/other.

REPORTS

4. [30547](#) 2012 At-A-Glance Report

This agenda item was discussed at the July 9, 2013 meeting, so it was not discussed again.

5. [31640](#) 2012 Annual Report Top Management

Gombar goes over the report; there is consistently 11-12% under representation of women and no under representation for racial/ethnic minorities. Carter asks if there is further breakdown of the percentages by race, and Gombar brings up the drafted resolution language that would include the race breakdown and percentage of women and racial/ethnic minorities in all job categories, not just top management.

A motion was made by McInnis, seconded by Lee, to RECOMMEND TO COUNCIL TO ACCEPT - REPORT OF OFFICER. The motion passed by voice vote/other.

6. Common Council Update

None. Alder Clausius left at 6:10 p.m. prior to giving Common Council update.

7. Division Manager's Report

None. Norman Davis was not present at this meeting.

8. Director's Report

Nuñez dicusses the status of the Disparity Study, particularly that the proposals are being reviewed over the next few weeks. Nuñez also mentions the budget discussions that will be coming up and recommends the Commissioners go to the Board of Estimates Public Hearing to get more information. Nuñez informs the Commissioners that the EOD Manager position has been posted, as well as there being two vacancies on the Affirmative Action Commission and invites the Commssioners to pass along the information for either of those positions. Commissioner training is given by the Attorney's Office and is recommended to the Commissioners by Nuñez. McCarthy goes over the upcoming hearings for the Affirmative Action Plan default process.

FUTURE TOPICS FROM THE FLOOR

None.

ANNOUNCEMENTS

None.

ADJOURNMENT

A motion was made by McInnis, seconded by Sorensen, to Adjourn. The motion passed by voice vote/other. Meeting adjourned at 6:21 p.m.