



# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Meeting Minutes - Approved AFFIRMATIVE ACTION COMMISSION

---

Tuesday, February 11, 2014

5:00 PM

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

---

### 1. CALL TO ORDER / ROLL CALL

This meeting was called to order at 5:07 p.m., Theola Carter presiding.

Staff: Norman Davis, Heather Allen, Lucía Nuñez, Kate McCarthy

Guest: Corinda Rainey-Moore

Present: 7 -

Joseph R. Clausius; Linda J. Ketcham; Theola V. Carter; Kyara I. Moss;  
Laura Sorensen; Michael M. Johnson and Margaret M. McInnis

Absent: 2 -

Sharyl J. Kato and Nu Lee

### 2. APPROVAL OF MINUTES

A motion was made by Ketcham, seconded by Alder. Clausius, to Approve the December 10, 2013 Minutes. The motion passed by voice vote/other.

### 3. PUBLIC COMMENT

None.

### 4. DISCLOSURES AND RECUSALS

None.

### REFERRAL FROM COMMON COUNCIL

5. [32168](#) Awarding the Disparity Study contract to Keen Independent Research, not to exceed the amount of \$321,350.

**Attachments:** [By Title Only 32168.pdf](#)

Davis reported on the process that took place in the selection of the chosen consultant for the Disparity Study. At the request of Carter, Davis went over some specific information about Keen Independent Reserach, including their utilization of two local subconsultants. Davis reviewed the scope and benefit of the Disparity Study, and how the consultant will go about conducting the study. A motion was made by Johnson, seconded by McInnis to RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER the Resolution. The motion passed by voice vote/other.

6. [32670](#) Accepting the Interim Report: "Demographic Change and the City of Madison: Findings of the Common Council Legislative Agenda Work Group on Demographic Change and Recommendations for Action" and approving a plan for implementing recommendations therein.

**Attachments:** [January 2014 Interim Demo Change Work Group Report.pdf](#)  
[02.12.14 TPC Comments on Interim Rept of CC Leg Agenda Work Group on Presentation for Interim Demographic Change Report 4\\_2014.pdf](#)  
[Draft Proposed Ammendments April 8 2014.pdf](#)

Nuñez introduces Heather Allen, Legislative Analyst, to report on this resolution. Allen gave some context to the report, stating it was initiative Council had started to be more proactive in decision making. The Council chose to address two main issues: alternative revenue and demographic change. These two issues are in separate work groups and reports. Carter requested that the alternative revenue report come before the Commission when it is ready. The four major areas of concentration include: connecting youth, improving access, attracting young families, and improving quality of life for seniors. Allen went over the different areas of Madison that have pockets of poverty, as well as some ideas for how to increase job security, growth of the middle class, ways to address the four areas of concentration from above. Questions were raised on how to incorporate this initiative and changes so they are permanent and not dissolve with change in administration; perhaps as a resolution through Common Council or an Ordinance change. Davis recommends attaching some sort of audit to the approval of this resolution to measure how close the City has come to the goals. Carter questioned how we go from reactionary to preventative measures in addressing some of these issues.

This Resolution was Tabled to the next meeting, so a memo with a list of ideas and suggestions could be drafted and sent to Heather Allen.

## REPORTS

7. Common Council Update

**Alder. Clausius tabled his report until the March meeting due to time.**

8. Division Manager's Report

**Davis stated that the Department was going to start on the AA plan default hearings soon, and will need Commissioner cooperation in scheduling. Also, that they might be looking into raising the threshold for the amount in which companies are exempt from filing an affirmative action plan; currently, it is at \$25,000. He will also be looking into raising the amount of liquidated damages for vendors not in compliance. Davis also noted that the AASPIRE recruitment will be starting, and touched on updates with Judge Doyle Square and Hovde.**

9. Director's Report

**Nuñez reminded the Commissioners of the three vacancies and encouraged them to tell anyone who may be interested. She reported on the equity initiative and the upcoming White Privilege Conference in March.**

10. FUTURE TOPICS FROM THE FLOOR

**None.**

11. ANNOUNCEMENTS

**None.**

12. ADJOURNMENT

**A motion was made by Sorensen, seconded by Ketcham, to Adjourn. The motion passed by voice vote/other. Meeting was adjourned at 6:40p.m.**