



# City of Madison

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

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Tuesday, August 11, 2015

5:00 PM

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

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### 1. CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:02p.m. by Chairperson Ketcham.

**Staff:** Norman Davis, Kate McCarthy

**Present:** 6 - Sara Eskrich; Linda J. Ketcham; Ryan J. Moze; Theola V. Carter; Tobin W. McGilligan and Laura Sorensen

**Absent:** 2 - Dianne Mosley and Emily E. Kuhn

**Excused:** 3 - Steven L. Rush; Angela Y. Fitzgerald and Margaret M. McInnis

### 2. APPROVAL OF MINUTES

A motion was made by Sorensen to approve the minutes. A second was made by McGilligan and passed by voice vote/other.

### 3. PUBLIC COMMENT

None.

### 4. DISCLOSURES AND RECUSALS

None.

### DISCUSSION ITEMS

### 5. [39589](#)

Civil Rights Points of Progress PSA

**Attachments:** [PSA Hyperlink](#)

Davis introduced the Public Service Announcement and how it was developed. Alder. Eskrich asked about the communication plan; Davis informed the Commission the plan was created by the Department's AASPIRE intern. The Commission viewed the PSA.

6. [39651](#) Discussion on Chief Koval's Presentation

Ketcham gave a brief overview of the presentation for those who were absent for the August meeting. Commissioners Ketcham, Sorensen, and McGilligan provided their thoughts after the presentation and discussed if they got all their questions answered. The Commission would like to review the use of force policy and provide input to the Task Force.

7. [39652](#) Contract Subcommittee Discussion Items

Davis informed the Commissioners this will be a recurring agenda item in case there are any issues which need addressing. One potential opportunity for the Subcommittee to convene is for a discussion on workforce utilization goals. It was noted at the last Quarterly Contractors meeting that many individuals coming from programs such as: Upstart, Latino Workforce Academy, Workforce Development Board, and Job Mob, are not geared toward road work/repair trades and only 30% of the individuals in these programs are getting placement. The next Quarterly Contractors meeting is November 4th, 2015.

## REPORTS

8. [33325](#) Report from the Common Council

Alder. Eskrich reported that negotiations with workforce participation and labor were included in Judge Doyle Square discussions, and that the developer seemed receptive to putting standards in place and increasing percentages. There was also a discussion on homelessness issues in Madison vs. behavior issues in the downtown area, where a shelter might be built downtown, and how to connect individuals to resources.

9. [33327](#) Report from the Affirmative Action Division Manager

Davis reported on a meeting he had with George Austin and the developer for Judge Doyle Square where they discussed targeted business enterprise inclusion. The Commissioners gave their input on goals for targeted business utilization and workforce utilization on the Judge Doyle Square project. Davis also reported on some projects in the department, including: current and upcoming CDBG projects to monitor, the annual \$25,000 affirmative action plan default process, Ban the Box policy, and Equity Coordinator interviews.

10. FUTURE TOPICS FROM THE FLOOR

Future topics identified at this meeting were: looking at the use of force policies in Madison and other municipalities, presentation on TIF and Judge Doyle Square, changing the MGO so that damages collected from the Department would go back to DCR's budget, and recruitment for the Commission.

11. ANNOUNCEMENTS

None.

**12. ADJOURNMENT**

A motion to adjourn was made by Carter. The motion was seconded by Alder. Eskrich and passed by voice vote/other. The meeting adjourned at 6:17p.m.