



City of Madison

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

Meeting Minutes AFFIRMATIVE ACTION COMMISSION

Tuesday, July 9, 2019

5:00 PM

210 Martin Luther King Jr. Blvd.
City County Building Room 108

Meeting called to order at 5:06pm, Ketchum presiding.

CALL TO ORDER / ROLL CALL

Staff: Norman Davis, Melissa Gombar, and Julie Austin

APPROVAL OF MINUTES

A motion was made by Moze, seconded by Munoz to Approve the Minutes from the November 2018 and January 2019 meetings. The motion was passed by voice vote/other.

PUBLIC COMMENT

There was no public comment.

DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

NEW BUSINESS

1. Introductions

The Commissioners introduced themselves and welcomed new Commissioners.

2. Creating Section 39.02(9)(g)13. of the Madison General Ordinances to provide an alternative remedy of funding programs related to Affirmative Action.

A motion was made by Janisch, seconded by McKoy, to RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER. The motion passed by voice vote/other with one commissioner opposing.

REPORTS

3. 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.

There was no update from the Common Council.

4. 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

Norman Davis wanted to thank/welcome the new members and encouraged them to read any materials sent to them by the Mayor's office about what commissioners have the authority to do. Norman discussed how the Department of Civil Rights is working on their communication with the public about the services that we offer - this includes the INSPIRE Model. The Department of Civil Rights has some personnel updates - they will be posting the Affirmative Action Division Manager position soon.

5. 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

Since Melissa Gombar started as Interim Affirmative Action Division Manager, her number one goal was to recruit and fill vacancies on the Affirmative Action Commission. This is the commission's first meeting since January 2019 due to lack of quorum. With recent recruitment and new members, the commission still has one open seat.

The department has an interim Contract Compliance Specialist starting next week - her name is Saran Ouk. With vacancies in the office, Affirmative Action Plans and the \$25K process has been on hold.

Melissa wanted to bring the possibility of a retreat to the commission as a future agenda item.

6. Report from the MLK Humanitarian Award Commission

This commission has only met three times in the last two years. Ketcham shared information with the commission about the award - there is one awardee between the City and the County.

DISCUSSION ITEMS

7. Future Agenda Items for the Commission

The commission discussed ideas about how to make quorum each month, with the possibility of a different start time as an agenda item for the next meeting. Some future agenda items include: retreats, trainings for new commissioners, onboarding plan for new members, addressing the ordinance that was

approved at this meeting, forming a sub-committee - Residency Preference Program, discussing the City's AA Plan, Pay equity, and a work plan to decide priorities for the future.

ADJOURNMENT

Motion was made by Moze, Seconded by Munoz to adjourn. Meeting was adjourned at 6:21PM.