



City of Madison

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

Meeting Minutes - Draft AFFIRMATIVE ACTION COMMISSION

*Consider: Who benefits? Who is burdened?
Who does not have a voice at the table?
How can policymakers mitigate unintended consequences?*

Thursday, December 2, 2021

5:30 PM

Virtual Meeting

The City of Madison is holding the Affirmative Action Commission meeting virtually to help protect our community from the Coronavirus (COVID-19) pandemic.

1. **Written Comments:** You can send comments on agenda items to aac@cityofmadison.com

2. **Register for Public Comment:**

- Register to speak at the meeting.
- Register to answer questions.
- Register in support or opposition of an agenda item (without speaking).

If you want to speak at this meeting you must register. You can register at <https://www.cityofmadison.com/MeetingRegistration>. When you register to speak, you will be sent an email with the information you will need to join the virtual meeting.

3. **Watch the Meeting:** If you would like to join the meeting as an observer, please visit <https://www.cityofmadison.com/watchmeetings>.

4. **Listen by Phone:**

(877) 853-5257 (Toll Free)

Webinar ID: 967 0445 7621

CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:41pm.

Staff: Melissa Gombar and Julie Austin

Guest Staff: Matt Mikolajewski

Present: 6 - Linda J. Ketcham; Ryan J. Moze; Erica L. Janisch; Kristin M. Mathews; Virginia V. Lee and Damon I. Glenn

Absent: 3 - Arvina Martin; Michelle L. McKoy and Melissa A. Herriges

APPROVAL OF MINUTES

A motion was made by Glenn, seconded by Moze, to Approve the Minutes. The motion passed by voice vote/other.

PUBLIC COMMENT

1. [68653](#) Public Comment (Dec. 2021)

There was no public comment.

DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

NEW BUSINESS

2. [68070](#) Amending the 2021 Adopted Operating Budget for the Department of Civil Rights to authorize a grant to Lignon Real Estate Holdings, LLC for Three Thousand Dollars, and amending the Department of Civil Rights Operating Budget to provide for the Grant.

A motion was made by Ketcham, seconded by Glenn, to RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER. The motion passed by voice vote/other.

3. [57131](#) Annual Affirmative Action Plan Debarment Hearings

Attachments: [Appeal Types.pdf](#)
[One Pager.pdf](#)

Four companies went to hearing and were all granted a STAY of three weeks to submit an approvable AA Plan before debarment.

4. [62394](#) Residency Preference Program

Attachments: [Adult Employment Outcomes_2021.pdf](#)
[Adult Employment Overview_2021.pdf](#)

Matt Mikolajewski joined the commission to recommend not using TIF for the pilot program. Commissioners were able to ask questions and if they have any others they can reach out to Melissa who will share the questions with Matt.

5. [64475](#) 39.02 Policy Revisions

There is a target date of February or March to take a look at these again.

6. [68637](#) 2022 Retreat Planning

The commission decided to keep the retreat virtual this year again. A doodle poll will be sent out for possible weekends in January.

DISCUSSION ITEMS

7. [56234](#) Future Agenda Items for the Commission

Attachments: [Future Agenda Items.docx](#)

The commission would like training at the retreat to know all that they have the authority to do.

REPORTS

8. [33325](#) 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 report from the Common Council.**
9. [33326](#) 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
- There was no report from the Director.**
10. [33327](#) 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
- Gombar talked about the RalSE program and plans for the future. The department is pleased to announce they were approved for three community connectors (Spanish, Hmong, and Mandarin/Chinese). Affirmative Action Division is currently planning their their 2022 retreat.**
11. [41726](#) Report from the MLK Humanitarian Award Commission
- The announcement of the winner will be in January on Martin Luther King Jr. Day.**

ADJOURNMENT

A motion was made by Glenn, seconded by Ketcham, to Adjourn. The motion passed by voice vote/other. The meeting was adjourned at 7:40pm.