



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, March 3, 2022

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: 849 2649 3364

CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:34pm Janisch presiding.

Staff: Melissa Gombar and Julie Austin

Present: 5 - Linda J. Ketcham; Ryan J. Moze; Erica L. Janisch; Kristin M. Mathews and Melissa A. Herriges

Absent: 3 - Arvina Martin; Michelle L. McKoy and Virginia V. Lee

APPROVAL OF MINUTES

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

Absent: 1 - Michelle L. McKoy

Ayes: 6 - Linda J. Ketcham; Ryan J. Moze; Erica L. Janisch; Kristin M. Mathews;
Virginia V. Lee and Melissa A. Herriges

Abstentions: 1 - Arvina Martin

PUBLIC COMMENT

1. [70311](#) Public Comment (May 2022)

There was no public comment.

DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

NEW BUSINESS

2. [70313](#) Monthly Check-In

At the beginning of every meeting the commission would like a 1-15 minute time period to discuss a Peak of the Week with the group. This will address new articles, training, etc that other commissioners might be interested in.

3. [62394](#) Residency Preference Program

Attachments: [Adult Employment Outcomes 2021.pdf](#)
[Adult Employment Overview 2021.pdf](#)

The Mayor would like to experiment with this project to help pick pilot projects. An update will be provided at the next meeting.

4. [64475](#) 39.02 Policy Revisions

Melissa went over draft revisions and showed the commission. Melissa will then share with Assistant City Attorney's for their feedback.

5. [70312](#) Housing Workgroup Update

There is no housing update at this time.

6. [56234](#) Future Agenda Items for the Commission

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

The commission would like information about First Source Hiring.

REPORTS

7. [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.

Alder Martin reiterated how busy they have been, especially without a chief of staff. The commission was advised to message Melissa with any questions they would like shared with Alder Martin.

8. [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

N/A

9. [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

EOD is currently working with Building Inspection for BI Retaliation complaints. Hearings are being pushed a couple months out - an update will be given at our next commission meeting

Black History Month - Stamp and banner unveiling was a success

The new Gender Inclusive Policy is in place.

We have a commission vacancy, hopeful Damon will rejoin and two new commissioners have been appointed.

10. [41726](#) Report from the MLK Humanitarian Award Commission

No update - the commission did not have quorum.

ADJOURNMENT