



City of Madison Affirmative Action Division

Our Mission

It is the mission of the Affirmative Action Division to ensure that the City of Madison provides equal opportunity for all employees and citizens seeking access to service or employment opportunities.

Lucía Nuñez, Director
Department of Civil Rights
Affirmative Action Division
210 Martin Luther King, Jr. Blvd., Rm. 523
Madison, WI 53703

Voice:.....(608) 266-4910
TTY/Textnet:.....(866) 704-2314
FAX:.....(608) 266-6514

E-mail:dcr@cityofmadison.com
Website:.....www.cityofmadison.com/dcr

Equal Employment Opportunity/ Affirmative Action (Title VII) and Service Delivery (Title VI) Compliance Programs

EEO/AA ADMINISTRATION

Christie Hill(608) 267-8634
Harper Donahue, IV(608) 266-6511

- Title VII and EEO/AA Policy Development
 - Title VII and EEO/AA Planning/Oversight
 - Title VII EEO/AA Demographic Analysis
 - Title VII and EEO/AAA Training
- Title VI Policy Development
 - Title VI Planning Oversight
 - Title VI Complaint Investigation / Resolution
 - Title VI Training
- EEO Complaint Investigation/Resolution
- Personnel Activity Monitoring, City-Wide
- Recruitment
- AASPIRE Internships and Youth Programs

LANGUAGE ASSISTANCE PROGRAM (LAP)

Harper Donahue, IV(608) 266-6511

LAP ensures that programs and activities of the city of Madison are accessible to persons who, as a result of national origin, are limited in their English proficiency (LEP).

- Training in LEP policy and procedures
- LEP compliance monitoring

CONTRACT COMPLIANCE PROGRAM

Norman Davis.....(608) 267-8759
Bertha Gaona.....(608) 267-8786
Colier McNair.....(608) 266-6510

- Targeted Business Program Administration
 - Minority/Women Business Enterprises (M/WBE)
 - Disadvantaged Business Enterprises (DBE)
 - Small Business Enterprises (SBE)
- AA Monitoring and Enforcement
 - Contractors and Subcontractors
 - Vendors and Suppliers
 - Community-Based Organizations
- Prevailing Wage Monitoring and Enforcement
 - Public Works
 - Planning and Development
 - M/WBE Purchasing Achievement Compliance

STAFF SUPPORT

Robin Bloom.....(608) 267-1127
Stephanie Oyler.....(608) 267-1141

- Administrative Assistance to AA Director
- Clerical Support for AAD staff
- Clerical and Staff Support for AAC, CPD and MLK Humanitarian Award Committee

Commissions & Committees

The Affirmative Action Division works with the following commissions and committees in an effort to achieve the City's prescribed Affirmative Action goals:

AFFIRMATIVE ACTION COMMISSION (AAC)

The Affirmative Action Commission consists of eleven (11) members appointed by the Mayor. The members are appointed from the entire City and at no time does the total number of women, persons with disabilities, and ethnic minority members constitute less than a majority. These members, who are not compensated, are committed to the extension of equal employment opportunities and representative of the affected and/or under-represented groups of the Madison community.

REVEREND DR. MARTIN LUTHER KING, JR. HUMANITARIAN AWARDS COMMITTEE

The Rev. Dr. Martin Luther King, Jr. Humanitarian Awards Committee identifies individuals (adult, young adult and youth) within the Madison Community who have made outstanding and significant contributions in the spirit of brotherhood, sisterhood and harmony towards making our city an ideal place in which to live. Awards are presented each year during the annual Martin Luther King, Jr. Celebration.

MADISON EMPLOYEES' COMMITTEE ON AFFIRMATIVE ACTION (MECAA)

The City of Madison's Employees' Committee on Affirmative Action is comprised of City employees who have demonstrated an interest in participating in the development of pro-active policies and practices that are aimed at preventing and eliminating discrimination in employment and service delivery. The members are representative of the City's workforce. The purpose of the committee is to work with the Affirmative Action Division on a collaborative basis to identify areas of concern relative to employment opportunities for members of affirmative action groups.

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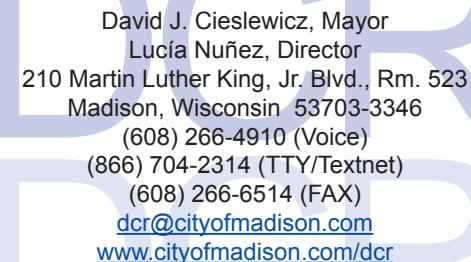
E-mail:dcr@cityofmadison.com
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Affirmative Action Division Directory

City of Madison Department of Civil Rights



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David J. Cieslewicz, Mayor
Lucía Nuñez, Director
210 Martin Luther King, Jr. Blvd., Rm. 523
Madison, Wisconsin 53703-3346
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(866) 704-2314 (TTY/Textnet)
(608) 266-6514 (FAX)
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www.cityofmadison.com/dcr

If you need an accommodation in order to access this service or need materials in Braille, large print or an alternate format, please contact our office.