

City of Gainesville

*City Hall
200 East University Avenue
Gainesville, Florida 32601*



Minutes - Final

October 15, 2019

2:00 PM

City Hall Auditorium

Race & Equity Subcommittee

Commissioner David Arreola (Vice-Chair)

Commissioner Gail Johnson (Chair)

Commissioner Harvey Ward (Member)

Commissioner Helen Warren (Member)

CALL TO ORDER - 2:00 PM

ROLL CALL

Present 4 - Chair Johnson, Member Ward, Member Warren, and Vice-Chair Arreola

ADOPTION OF THE AGENDA

A motion was made by Member Ward, seconded by Vice-Chair Arreola, that this Matter be Adopted. The motion carried by the following vote:

Aye: 4 - Chair Johnson, Member Ward, Member Warren, and Vice-Chair Arreola

APPROVAL OF MINUTES

[190524.](#)

Race & Equity Subcommittee Minutes (B)

RECOMMENDATION

The Race & Equity Subcommittee approve the minutes of October 1, 2019.

A motion was made by Member Ward, seconded by Vice-Chair Arreola, that this Matter be Approved as Recommended. The motion carried by the following vote:

Aye: 4 - Chair Johnson, Member Ward, Member Warren, and Vice-Chair Arreola

DISCUSSION OF PENDING REFERRALS

[190520.](#)

Meeting Frequency (B)

Motion: Accept the revised meeting dates.

Chair Johnson proposed revising the subcommittee's meeting dates. Offered once a month (beginning November 19th), with three-hour meet time, if needed. She also recommended tabling items to subsequent meetings when necessary.

Commissioner Ward agreed with the proposed change. He noted matters come up that are unexpected and time consuming - did not want artificial restrictions on discussion, should do more carryover for tough subjects.

Vice-Chair Arreola also agreed. He thought evening meeting dates were good for November, but not for some of the subsequent months.

Commissioner Warren wanted to get to the point where the subcommittee was able to push policies forward.

Chair Johnson stated they would extend subcommittee meetings.

RECOMMENDATION

The Race & Equity Subcommittee discuss and take action deemed appropriate.

A motion was made by Member Warren, seconded by Vice-Chair Arreola, that this Matter be Approved, as shown above. The motion carried by the following vote:

Aye: 4 - Chair Johnson, Member Ward, Member Warren, and Vice-Chair Arreola

[190450.](#)

Comprehensive Plan Draft Resolution (B)

Motion: Adopt recommended resolution and send it to full Commission.

Commissioner Ward noted under the “Be it resolved” section, where it says “Marginalized People”, that this is not extensive enough. Often those suffering from mental illness should be a part of this. It doesn’t hurt to be more specific - ex., gender, sexual identification. This should be broadly inclusive. Chair Johnson will work with EEO to broaden definition.

Commissioner Ward noted:

Section 5C. Instead of mentioning Department of Doing, reference City department only.

Section 4. If “marginalized people” is broadened, will want to include a wider disaggregation, as well.

Section 7. Unsure about the term “expertise” of those most effected - “experienced” might be a better word (Chair Johnson was okay with this).

Section 7A. Need more specificity, meaning is unclear. This would be subject to too much interpretation. Representation is okay, but need to be careful about the people having background in training and investment. Chair Johnson suggested “budget allocation” instead of investment. Commissioner Ward agreed.

Vice-Chair Arreola indicated language is broad enough, can add additional language to be more inclusive. He’s looking at preambles - City policies and community at-large needs to take responsibility for history and take ownership of its outcomes. Add to it what other discriminatory practices there are. Educate public. Chair Johnson asked if this would be appropriate for the Comprehensive Plan.

Andrew Persons indicated the scope of the Comprehensive Plan to have

10-year horizon. Correction to be added to plan from 20 year originally indicated.

Commissioner Ward wanted to go back to “structural and institutional racism” paragraph and insert: safe, stable, and affordable housing. Commissioner Ward (2B and C) broaden this more. Same 2C refers back to conversation about affordable housing (safe, stable, etc.). Subcommittee continued working through language, and made changes as they read through the document.

Commissioner Warren wanted to know what the city had done to address the Comp Plan since 2009. Where are they lacking, what have they done so far. She asked this of City staff - what progress has been made to address the policies that have been in place. She likes the intention of the plan, but what results have there been. Andrew Persons responded it will be part of the work effort once the update to the plan is under way - that is, assessing existing policies. Will be looking at how to create an equity policy that the Comp Plan does not have today. They will be adding new policies and goals that brings in the equity component.

Chair Johnson wanted to put the Comp Plan into the Commission meeting set for this Thursday. She will make changes and upload the Plan to the Commission meeting backup. Andrew Persons advised that there is already afternoon backup on the Commission’s agenda for the Thursday meeting.

Kali Blount - Stated “safe and decent” has been the current catch-phrase for housing in response to Commissioner Ward’s request to add “safe, stable, and affordable housing” to the Comp Plan.

Ellie Chisholm - recommended working with UF to do study, down the road, on racial equity. Chair Johnson advised those types of decisions will be assessed and determined later. Ms. Chisholm asked if a \$15 living wage was being considered by the Subcommittee. Commissioner Ward advised he didn’t want to index “living wage” to a number, as it is changeable over time. He is comfortable just saying living wage.

RECOMMENDATION

The Race & Equity discuss and take action deemed appropriate.

A motion was made by Vice-Chair Arreola, seconded by Member Warren, that this Matter be Approved, as shown above. The motion carried by the following vote:

Aye: 4 - Chair Johnson, Member Ward, Member Warren, and Vice-Chair Arreola

[190523.](#)

Race & Equity Subcommittee Goals (B)

Motion: Send the goals to staff to look over and bring back to the Commission.

Chair Johnson presented and read aloud specific Subcommittee goals that she believed could be realistically accomplished. She recommended the series of goals and ordinances be voted on by the entire Commission.

Commissioner Ward noted in the 2nd paragraph, the statement about contracting. He wanted the Subcommittee to be careful with terminology. Specifically, the term "benefit" concerns him--money spent to the benefit of Gainesville residents, regardless. He want profits of spending to help serve equity goals, essentially. Chair Johnson responded less than 1% of procurement dollars spent on minority businesses, wants that increased to 20%. Aspires to get women businesses up to 50%. Nicolle Shalley recommended not being too specific.

Commissioner Ward wanted to stay in Subcommittee's lane and not step on toes of other groups like public educators - relative to committing in partnership with other institutions. He didn't want to commit to things the City couldn't afford or things beyond the job of the Commission. City doesn't do education. Wanted to change codify to institutionalize.

Commissioner Arreola stated the goals were rather large. He thinks group can set Subcommittee goals, but need a strategy to achieve these goals. He felt the creation of Subcommittee was necessary to create a space where race and equity were foremost parts of discussion. Would like Subcommittee to not be shy about building strategy in partnership to address issues in the community that are needed. Need a plan for how to achieve these goals. Subcommittee needs to think through strategy for achieving goals. Some goals may take additional time to achieve.

Commissioner Warren followed up on Vice-Chair Arreola's comments advising there are levels. Sees these in parts not trying to achieve everything as a whole. Get City's house in order first, then reach out to community. Agreed with Vice-Chair Arreola, but wants to understand which parts staff should take. Chair Johnson indicated focus on specific goals, then ready for task force, framework and who should be involved.

Chair Johnson has strategies she wants to institutionalize are racial equity core teams, use of racial equity tool, and budget tool for budget decisions. Will be getting specific with her suggestions. She will send goals to staff for review prior to going before the whole Commission for approval.

Commissioner Ward was still uncomfortable with the procurement and contracting phrase. Wanted to be clear that, all things being equal, money should be spent in a way to advance equity - but this is not more important than price and value. Chair Johnson felt this warranted a larger discussion, and thus requires help in being walked through the process.

Commissioner Ward was concerned the document was saying things it shouldn't be saying. The paragraph was concerning.

Ellie Chisolm – Educational equity - Noted Subcommittee has data that is concerning already, making it a community concern, even if we cannot intrude on the territory of educators. She wants to be sure we begin to get input from those most affected. Chair Johnson agreed. Commissioner Warren shared the Micanopy after-school program where kids were actively doing school work and engaged. Supportive of every neighborhood having a park and place for youth to go to achieve self-esteem.

Kristen Young feels law enforcement should be mentioned. Chair Johnson advised there is a second piece to plan - as to how services are provided. Policing would fall under this. This is only the beginning piece. Noted a need to provide services in an equitable manner.

Jane was happy to hear the portion about education. Appreciates need to work with School Board. Consider that public policy being made has implication.

RECOMMENDATION *The Race & Equity Subcommittee discuss and take action deemed appropriate.*

A motion was made by Vice-Chair Arreola, seconded by Member Warren, that this Matter be Approved, as shown above. The motion carried by the following vote:

Aye: 4 - Chair Johnson, Member Ward, Member Warren, and Vice-Chair Arreola

190521.

Community Conversation (NB)

Chair Johnson originally sought stories on how groups interacted with our process. She decided this might not be the best way to gather this information, and she didn't want to waste people's time. Decided to work with Dr. Anne Wolf and Teneeshia Marshall to see how to get information that is productive. Would like Subcommittee to be there and hear what gets said.

Commissioner Warren asked how this would be envisioned (it needs to be defined), because structuring how these communications would be set up is important. Chair Johnson responded she is happy to work with Teneeshia Marshall and Anne Wolf to figure out what is the best way to get the information. It's most important that the Subcommittee be intentional about how it gets the information.

Chair Johnson will work with this and bring it back to the Subcommittee (i.e., what it will look like). Vice-Chair Arreola agreed this should be approached like a research project. The problems with voluntary research is, it is biased in favor of those who show up. He wants to see what questions are being asked, what answers are sought, and what variables there are. He would also like them looking at this from the perspective of local businesses or businesses that don't fall under any of these categories, and be scientific and objective.

RECOMMENDATION *The Race & Equity Subcommittee discuss and take action deemed appropriate.*

Discussed

190522.

Race & Equity Initiative Community Kick-Off (NB)

Motion: Chair Johnson to direct staff to schedule initiative kickoff in January, and come back with a plan to involve the staff of the 150th Anniversary team in that process.

Chair Johnson wanted to know how to involve community in the process. 150th anniversary is this year. There is nothing specific in truth and reconciliation. She suggested centering it around the resolution. Another option is the unveiling of the new EEO Office. Update the community on

the Subcommittee work that is being done. Make it the framework for how the task force will look. Asked other Subcommittee members their thoughts on how to package this.

Commissioner Warren suggested a series of conversations during the kickoff rather than just one event. Chair Johnson responded the one event would be the “rah, rah, rah” to get people excited and advise them of the work that’s being done. This would be a kickoff of the celebration. Get community involved in writing of the resolution.

Ellie Chisolm - wants them not to forget the churches in the community (Family Church) that are addressing racial equity.

RECOMMENDATION

The Race & Equity Subcommittee discuss and take action deemed appropriate.

A motion was made by Vice-Chair Arreola, seconded by Member Warren, that this Matter be Approved, as shown above. The motion carried by the following vote:

Aye: 4 - Chair Johnson, Member Ward, Member Warren, and Vice-Chair Arreola

PUBLIC COMMENT

Ellie Chisolm noted Tina Smith, from UF, was a good addition to the group.

MEMBER COMMENT

Anne Wolf introduced graduate class of students from UF who are seeking Masters Degrees in Design. They are working with Anne Wolf to design effective engagement tools. Dr. Gabby Hernandez (Professor of Graphic Design at UF) escorted the class. The main topic for them this semester is equity. They are trying to unveil voices from the community on issues related to inequity. They are also trying to utilize the experiences and background of those voices to provide new perspectives on local issues. They are looking for those in the community who might offer their perspectives on these topics.

NEXT MEETING DATE - November 19, 2019

ADJOURNMENT - 3:19 PM