

City of Gainesville

City Hall
200 East University Avenue
Gainesville, Florida 32601



Minutes - Final

May 18, 2020

1:00 PM

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Virtual Teleconference Meeting

Race & Equity Subcommittee

Commissioner David Arreola (Vice-Chair)

Commissioner Gail Johnson (Chair)

Commissioner Harvey Ward (Member)

Commissioner Helen Warren (Member)

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CALL TO ORDER - 2:30 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 Warren, seconded by Member Ward, 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

191101. **Approval of Minutes from the March 3, 2020 Race & Equity Subcommittee Meeting (B)**

RECOMMENDATION *The Race and Equity Subcommittee approve the minutes of March 3, 2020.*

A motion was made by Member Ward, seconded by Member Warren, 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

191210. **Introduction - Equity Specialist (NB)**

Teneeshia Marshall introduced Benjamin Howort, Equity Specialist.

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

191209. **Charter Amendment - Office of Equity and Inclusion Director (NB)**

Motion: Ask our Charter Officers to bring back charter amendment language to change the title of the Equal Opportunity Director to the new title and to also come back with the details that would fill in that job description for a March ballot.

Lisa Jefferson, Teneeshia Marshall and Brian Franklin spoke to the matter.

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

A motion was made by Vice-Chair Arreola, seconded by Member Ward, 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

[191212.](#)

COVID-19 and Race and Equity (NB)

Motion: Ask staff to come back to the Subcommittee with a framework for using the equity toolkit during COVID-19, the specific discussion points for the thresholds that need to be met.

Teneeshia Marshall stated that they actually have not come to a decision as to when the racial equity toolkit for COVID-19 will be used and that should be part of a larger discussion, not just among the charters.

Deborah Bowie stated that the toolkit and questions are being applied on the business side for GNVCares project for Phase One.

There was discussion on what the engagement plan would look like.

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

A motion was made by Vice-Chair Arreola, seconded by Member Ward, 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.](#)

Update Comprehensive Plan (B)

Lee Feldman gave an update.

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

Discussed

[190268.](#)

Framework for Community Racial Equity Goals and Community Foundation (NB)

At the next meeting the Subcommittee will hear a report on what the framework would look like and the discussion with the community foundation.

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

Discussed

[191216.](#)

Reschedule City Commission Racial Equity Subcommittee (NB)

The Chair and Ms. Marshall will work with the Clerk to schedule a

meeting with the full Commission updating them on the work that the Subcommittee has been doing within the next 30 days.

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

Discussed

[191214.](#)

Update - Race and Equity Training for Commission (NB)

Teneeshia Marshall gave an update on the options for training in the new environment for the Commission, Charters and workforce.

The training with the Commission and the senior leadership, will get trained on racial equity and the role of government. The role of government is one that specifically is designed for the elected officials and the senior leadership, but will also get training on how to use and implement the racial equity toolkit. The staff gets somewhat of a shortened version of racial equity and what that is, a brief introduction of the role of government, but also how to use the racial equity toolkit.

The Equal Opportunity Office will pursue online training and bring date options.

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

Discussed

[191213.](#)

Update - Peer Cities for Race and Equity Initiative (B)

Teneeshia Marshall discussed a list of peer cities.

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

Discussed

[191215.](#)

City of Gainesville Equity Core Teams (NB)

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

A motion was made by Member Warren, seconded by Member Ward, that this Matter be Continued. The motion carried by the following vote:

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

[190640.](#)

Procurement and Purchasing Immediate Implementation Actions (NB)

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

A motion was made by Member Warren, seconded by Member Ward, that this Matter be Continued. The motion carried by the following vote:

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

MEMBER COMMENT

The next meeting will be dedicated towards workforce development.

Commissioner Arreola commented about inaccurate information COVID-19 being reported by Alachua County. Requested that the Chair write a letter to the County Health Department of Health on accurate demographic information related to COVID-19 for the Subcommittee. Suggested working with staff to draft a request.

NEXT MEETING DATE

ADJOURNMENT - 2:30 PM