

City of Gainesville

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



Minutes - Draft

August 20, 2019

2:00 PM

Gainesville Regional Utilities Multi-Purpose Room

Race & Equity Subcommittee

*Commissioner David Arreola (Member)
Commissioner Gail Johnson (Chair)
Commissioner Harvey Ward (Member)
Commissioner Helen Warren (Member)*

CALL TO ORDER

ROLL CALL

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

ADOPTION OF THE AGENDA

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

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

APPROVAL OF MINUTES

DISCUSSION OF BUSINESS ITEMS

[190189.](#)

Select Vice-Chair (NB)

Motion: Appoint Commissioner Arreola as Vice-Chair.

Chair Johnson gave opening remarks.

Commissioner Warren spoke as to why she wanted to be on the Subcommittee.

Commissioner Ward gave remarks as to his reason for being on the Subcommittee - show up.

Commissioner Arreola gave remarks to the same.

Chair Johnson - Anger about what is happening in our community, hope to make a difference.

RECOMMENDATION *The Race & Equity Subcommittee select a Vice-Chair.*

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

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

[190186.](#)

Meeting Dates (NB)

Motion: 1) Approve the recommendation with one edit: Cancel the December 17, 2019 meeting; and 2) Add an additional meeting after February 18, 2020 with the option to continue the meeting (March 3, 2020).

Larry Rogers spoke to the matter.

Chair Johnson spoke to the values that should be brought to the Subcommittee

individually, and the values to agree upon that we embody as a Subcommittee. Chair Johnson read into the record a list of values.

Vice-Chair Arreola chose: vision, love, perseverance. and cooperation.

Commissioner Ward chose: balance, future generations, gratitude, humility, humor, leadership, stewardship, vision, vulnerability and collective impact.

Commissioner Warren chose: balance, collective impact, humility, leadership, stewardship, ethics authenticity, perseverance, vulnerability and spirituality.

Chair Johnson chose: collaboration, perseverance, respect, justice and disruption.

RECOMMENDATION

The Race & Equity Committee discuss and approve the following meeting dates listed below.

September 3, 2019: 2:00pm - 4:00pm - Room 16

September 18, 2019: 2:00pm - 4:00pm - Room 16

October 1, 2019: 2:00pm - 4:00pm - Room 16

October 15, 2019: 2:00pm - 4:00pm - Room 16

November 5, 2019: 2:00pm - 4:00pm - Room 16

November 19, 2019: 2:00pm - 4:00pm - Room 16

December 4, 2109: 2:00pm - 4:00pm - Room 16

December 17, 2019: 2:00pm - 4:00pm - Room 16

January 7, 2020: 2:00pm - 4:00pm - Room 16

January 21, 2020: 2:00pm - 4:00pm - Room 16

February 4, 2020: 2:00pm - 4:00pm - Room 16

February 18, 2020: 2:00pm - 4:00pm - Room 16

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

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

190190.

Discussion of Subcommittee: Structure and Topics (B)

Motion: Change the wording to: In addition, we will suggest bold and courageous policies and practices in order to eliminate disparities and transform city government into a more racially equitable environment, to achieve social progress in promoting opportunities for all so that every resident thrives.

Chair Johnson spoke to the glossary of frequently used terms.

Vice-Chair Arreola read into record the proposed draft of the Mission and Vision

Statement.

A citizen spoke to white supremacy, male supremacy.

Larry Rogers spoke to defining terms; racist and anti-racism.

Jessica Turner spoke to affordable/sustainable housing and mental health.

The Subcommittee with add to the glossary list: white supremacy, male supremacy and anti-racism and define the terms.

Chair Johnson spoke to the Goals of the Subcommittee.

Commissioner Ward suggested instituting a measuring system.

Commissioner Warren stated that the EO staff should have numbers of the make-up.

Commissioner Ward spoke about gender disparities (job-title to job-title pay equity).

Vice-Chair Arreola wants to add: Identify all areas in which racial and gender disparities exist (service levels, resource expenditures).

Diyonne McGraw spoke to having plenty of data.

RECOMMENDATION

The Race & Equity Subcommittee discuss the goals and the mission of the subcommittee; define common language and terms; and take action deemed necessary.

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

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

190268.

Citizens Advisory Board on Race & Equity (NB)

Chair Johnson spoke about a group of citizens working alongside the Subcommittee. Have a pilot as to how to move forward with citizen advisory boards. She would like to: 1) Find a time that works, 2) Provide food or dinner; 3) Reimburse for transportation to get to the meetings; and 4) If they want to bring their children, have activity space, or if a parent wants to have child care at their home they should be reimbursed. Whatever accommodations we need to have citizens involved, we will make those accommodations. Vice-Chair Arreola and Commissioner's Ward and Warren spoke to the matter.

Commissioner Ward - Subcommittee recommend to the City Commission to create an advisory board made up of residents who make informed and well-researched recommendations for improving city practices for race and equity; and perhaps another board of City of Gainesville employees.

Vice-Chair Arreola stated that the Subcommittee needs to get a little bit more settled before we start creating formal advisory boards with missions and responsibilities.

Teneeshia Marshall, Equal Opportunity Director, stated that internally they have started a recruitment process to build Equity Court Teams (employees only). They will be responsible for helping build a racial equity tool. She spoke to the data collection.

Kali Blount and Teonia Burton spoke to the matter.

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

Discussed

[190269.](#)

Work Plan (B)

Chair Johnson reviewed the proposed work plan.

RECOMMENDATION *The Race & Equity Subcommittee review materials from the Racial Equity Toolkit, Government Alliance on Race and Equity, and approve the proposed work plan.*

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

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

PUBLIC COMMENT

Larry Rogers - Have tables set up in a "V" ; meeting to be more inclusive for the community; invite more stakeholders to meeting and have meetings at night; and recommended a book "How to be Anti-Racist" by Dr. Kendi.

Tana Silva - Police and development issues.

Kali Blount - Have representatives from every bargaining unit with the city.

Citizens should be a part of the Committee.

MEMBER COMMENT

NEXT MEETING DATE

ADJOURNMENT - 4:08 PM