

# City of Gainesville

City Hall  
200 East University Avenue  
Gainesville, Florida 32601



## Minutes

Tuesday, September 17, 2013

1:00 PM

Roberta Lisle Kline Conference Room

### Equal Opportunity Committee

*Commissioner Randy Wells, Chair  
Commissioner Yvonne Hinson-Rawls, Member  
Commissioner Thomas Hawkins, Member*

*Persons with disabilities who require assistance to participate in this meeting are requested to notify the Office of Equal Opportunity at 334-5051 or call the TDD phone line at 334-2069 at least two business days in advance.*

**CALL TO ORDER - 1:15 PM**

**ROLL CALL**

**Present** 3 - Hawkins, Wells, and Hinson-Rawls

**ATTENDANCE**

Cecil Howard  
Stephanie Marchman  
Audrey Mitchell  
Mark Benton  
Paul Folkers  
Donald Shepherd  
Sylvia Warren  
Candasy Tolbert  
Kali Blount

**ADOPTION OF THE AGENDA**

**Adopted**

**APPROVAL OF MINUTES**

**130318. Equal Opportunity Committee (EOC) Minutes (B)**

**Attachments:** [130318 Minutes 20130917.pdf](#)

**RECOMMENDATION** *The EOC approve the minutes of 8/13/13 as circulated.*

**Approved as Recommended**

**DISCUSSION OF PENDING REFERRALS**

**130327. City of Gainesville Race and Gender Demographics (B)**

**Attachments:** [130327 Charts Demographic Data 20130917.pdf](#)

*This item was to provide the EOC a snapshot of how the City's workforce look as it relates to gender and ethnicity demographics.*

*Chair Wells recognized Cecil Howard, Audrey Mitchell, Paul Folkers and Donald Shepherd who spoke to the matter.*

*MOTION: Asking all charters to work with EO Director in developing this next year's diversity training program to integrate it as best as possible with a broader effort to surveying employees and improving the workplace environment.*

**RECOMMENDATION** *The EOC hear a presentation and take appropriate action.*

**Approved as shown above (See Motion)**

**130328. Equal Opportunity Charter Provisions (B)**

**Attachments:** [130328 PPT Charter Provisions 20130917.pdf](#)

*This item was a PPT of action items the EO charter takes to monitor EO laws, policies, procedures, guidelines, and related matters for city services, programs, activities, employment and purchasing.*

*Chair Wells recognized Cecil Howard and Audrey Mitchell who spoke to the matter.*

*MOTION: Direct the Charter Officers to review current practices addressing Sections 7 and 8 of the Equal Opportunity Charter, and submit recommendations during the November EOC meeting regarding additional practices that would be implemented in conjunction with the EO Office to include increased success with exit interviews and increased coordination with employee surveys and other workplace concerns.*

**RECOMMENDATION**      *The EOC: (1) Hear a presentation from the E.O. Director; and (2) direct the Charter Officers to review current practices addressing sections 7 and 8, and submit a proposal during the November EOC meeting regarding additional practices that would be implemented by the E.O. Office.*

**Approved as shown above (See Motion)**

**MEMBER COMMENT**

*Commissioners Thomas Hawkins, Hinson-Rawls and Wells spoke briefly regarding charter review provisions.*

*Commissioner Hinson-Rawls spoke on the new law on hiring of ex-offenders.*

**CITIZEN COMMENT**

**NEXT MEETING DATE - October 8, 2013 at 1:00 PM**

**ADJOURNMENT - 3:09 PM**