

City of Gainesville

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



Minutes

Tuesday, March 11, 2014

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 - 1:06 PM**ROLL CALL**

Present 3 - Hawkins, Wells, and Hinson-Rawls

ATTENDANCE

Cecil Howard - EO
Stephanie Marchman - City Atty. Ofc.
Steve Stagliano - GRU
Cheryl McBride - HR
Donald Sheperd - Citizen
Candasy Young - EO

ADOPTION OF THE AGENDA

It was moved by Comm. Hinson-Rawls and seconded by Comm. Hawkins to amend the agenda by adding item Search Firm Criteria and Diversity Goals .
Adopted

APPROVAL OF MINUTES**130787. Equal Opportunity Committee (EOC) Minutes (B)**

Attachments: [130787 EOC Minutes 20140311.pdf](#)

RECOMMENDATION The EOC approve the minutes of 02-11-14 as circulated.

Approved as Recommended

DISCUSSION OF PENDING REFERRALS**130625. Annual Hiring Report for FY13 (B)**

Attachments: [130625 PPT Trend Analysis 20140311.pdf](#)

This item is related to file no. 130328 Charter Provisions.

The Equal Opportunity Committee discussed the motion that was referred back to Committee on the recommendation of diverse interview panels. The EO Director made a new recommendation asking the EOC to hear his revised proposal to completely remove the recommendation of ensuring each interview panel at the supervisory level and above be diverse. He then recommended instead, that himself or a member of the EO staff is placed to serve on the interview panels; therefore, alleviating the concern of violating the law on the fact of making appointments based on race.

The EO Director gave a presentation on the Hiring Trend Analysis that covers the period 2010 through 2013 and explained the Affirmative Action Plan and Hiring

Goals.

Chair Wells recognized Cecil Howard, Stephanie Marchman, Cheryl McBride and Donald Sheperd who spoke to the matter.

MOTION: The EOC: 1) approve in concept of having the EO Director or a member of his staff serve on hiring panels for positions at the supervisor level or above; and 2) continue to pursue this in a manner he sees most appropriate including, if necessary, bring to City Commission for review including change of rules and adoption of recommendation requiring diverse hiring panels.

RECOMMENDATION

The Equal Opportunity Committee: 1) hear a report on trend analysis from EO Director and take action as necessary; and 2) substitute the racially diverse hiring panel recommendation, and require that the EO Director (in his discretion) appoint a member of his staff (including himself) to serve on interview/hiring panels for all Supervisor and above positions.

Approved as shown above (See Motion)

130822.

Search Firm Criteria and Diversity Goals (NB)

This item is at the request of Comm. Hinson-Rawls.

The Equal Opportunity Committee discussed whether the City should select search firms that don't fulfill its diversity goals and what can be done to enhance the agreement we currently have with search firms.

Chair Wells recognized Cecil Howard and Cheryl McBride who spoke to the matter.

MOTION: The EOC: 1) asks Mr. Howard to add to the referral list on the City Commission's consent agenda; and 2) when it comes back to Committee have both existing language as well as, any initial suggestions from Mr. Howard or Ms. McBride as to what we might consider for strengthening.

Approved as shown above (See Motion)

130825.

Diversity Goals regarding Management (NB)

This item is at the request of Comm. Hinson-Rawls.

The EOC briefly discussed what happens at the supervisor level where there is no goal but there is a purpose and how to implement that purpose without having a goal.

The EOC recommended that this item come back to Committee at a later date.

Deferred

MEMBER COMMENT

Comm. Hinson-Rawls - Racial Equity Tool Kit and how to implement

CITIZEN COMMENT

Donald Sheperd, Citizen - Power Groups take diversity over a local level.

NEXT MEETING DATE - April 8, 2014

ADJOURNMENT - 3:01 PM