

# City of Gainesville

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



## **Minutes - Draft**

**September 18, 2019**

**2:00 PM**

**City Hall Auditorium, 200 E. University Avenue**

## **Race & Equity Subcommittee**

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

**CALL TO ORDER - 2:04 PM****ROLL CALL**

**Present** 3 - Chair Johnson, Member Warren, and Vice-Chair Arreola

**Absent** 1 - Member Ward

**ADOPTION OF THE AGENDA**

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

**Aye:** 3 - Chair Johnson, Member Warren, and Vice-Chair Arreola

**Absent:** 1 - Member Ward

**APPROVAL OF MINUTES**[190316.](#)**Race & Equity Subcommittee Minutes (B)****RECOMMENDATION**

*The Race & Equity Subcommittee approve the minutes of August 20, 2019.*

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

**Aye:** 3 - Chair Johnson, Member Warren, and Vice-Chair Arreola

**Absent:** 1 - Member Ward

**DISCUSSION OF PENDING REFERRALS**[190269.](#)**Work Plan (B)**

*Modification: 1) Approve the dates of the proposed meetings (will come up with times for the night meetings; and 2) Add a session for equitable development at the next meeting.*

**RECOMMENDATION**

*Discuss evening dates for procurement and community engagement.*

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

**Aye:** 3 - Chair Johnson, Member Warren, and Vice-Chair Arreola

**Absent:** 1 - Member Ward

[190268.](#)**Community Advisory Board on Race & Equity (B)**

*Motion by Vice-Chair Arreola, seconded by Commissioner Warren: Approve the suggested proposed criteria for Race and Equity Board and best structure for a board. Motion passed 3-0. Commissioner Ward Absent.*

*Vice-Chair Arreola and Chair Johnson read the proposed criteria for Race and Equity Board into the record.*

*Vice-Chair Arreola suggested that there be Advisory Board training.*

*Commissioner Warren questioned the number of individual, and that it might be hard to get a quorum.*

*Teneeshia Marshall explained the charge of the Human Rights Board (strictly compliance to EO laws).*

*Assistant City Attorney, Brian Franklin spoke to the selection criteria for the Advisory Boards (more of an idea of what criteria you are looking for from thoughts perspective, as opposed to race specific).*

*Teneeshia Marshall - Focus recruitment efforts to specific groups to broaden the pool of applicants - target recruiting, so not to limit pool as to who can apply.*

*Yvette Carter spoke to "think tank" opposed to an "Advisory Board". Partnering with targeted groups.*

*Brian Franklin stated an advisory board would be subject to the sunshine law.*

*Kali Blount stated the more the merrier for the number of members.*

*Scherwin Henry spoke to the selection of board members and to define the word "equity" more clearly.*

*Veronica Robleto spoke to the composition of the committee – adding in recruitment materials/description, recognizing that there are many cultures within our City, adding 1 or 2 individuals of another ethnic background and also adding religious minorities.*

*Julie Buckner spoke to intersectional identities.*

*Commissioner Warren suggested putting out to community that we are going to have an advisory board, series of workshops, or a "think tank" to look at issues. Have the community suggest time/locations of meetings.*

*Motion by Vice-Chair Arreola, seconded by Commissioner Warren: Staff bring back recommendations for a citizens advisory working group. Motion passed 3-0. Commissioner Ward absent.*

*Jane Kaufman – Approach GPD to see if someone wants to volunteer to participate.*

**RECOMMENDATION**      *The City Commission discuss and take action deemed necessary.*

**Approved, as shown above**

**190313.**

**Race and Equity Resolution for City of Gainesville (B)**

*Motion: Ask staff to bring back recommendations for a community conversation in which the working draft for a racial equity resolution/proclamation be presented.*

*Chair Johnson spoke to the Takoma Park Maryland resolution.*

*Commissioner Warren suggested taking parts of the resolutions from other cities.*

*Chair Johnson stated that action items would go to the Commission (institute as we go along).*

*Vice-Chair Arreola likes how the City Council of Evanston took an approach that acknowledges the history, etc. (include some of that language in the resolution).*

*Scherwin Henry – Be up front and frank about what we are attempting to do and what we are attempting to change. Likes the way Takoma phrased their resolution.*

*Yvette Carter – Work is different from normal work (revolutionary work) – hard to go to staff or to ask one team or office to put together a resolution for a work plan – work needs to be accessible to people – conduct at least one public meeting that is conducive to everyone. Chair Johnson responded that there will be evening meetings.*

*Chair Johnson believes that there should be a community kickoff engagement meeting.*

*Ellie Chisman spoke to the matter.*

*Race and Equity will be a working document with the community.*

*Teneeshia Marshall stated that the EO office has lots of data (disparity study, past surveys, past work) and pull all that data together. Reach out to other departments to see what they are doing – operate as a team.*

*Teneeshia Marshall do some type of community engagement before we do a resolution.*

*Kali Blount - Do resolution and present to community as a working document, but outreach is difficult.*

**RECOMMENDATION**

*Discuss*

**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:** 3 - Chair Johnson, Member Warren, and Vice-Chair Arreola

**Absent:** 1 - Member Ward

**190312.**

**Communication Policy for the City of Gainesville (NB)**

*Motion: Staff to return with a tiered communications plan, and when ready let the Chair know to agenda for appropriate meeting.*

*Chair Johnson - use all avenues including meetings and workshops on who we are communicating to, etc. Strategy on how to make communication work. Have a*

*consistent message across all platforms in the community. Money is set aside for this work.*

*Communications Director, Shelby Taylor stated that communications and community engagement are two different things. Will work with Citizen Engagement Program Manager Anne Wolf. Budget dollars should be used for PSA's and advertising to recruit input for community meetings. Informing the proclamation to have community input into a working document is a good idea. Happy to bring back tiered recommendations.*

*Armando Grundy - Need to fix the culture.*

*Ellie Chisman - spoke to churches/schools - add to list for outreach communications.*

**RECOMMENDATION**

*Discuss*

**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:** 3 - Chair Johnson, Member Warren, and Vice-Chair Arreola

**Absent:** 1 - Member Ward

## **PUBLIC COMMENT**

*Yvette Carter - Appreciate looking to do the best you can with this very hard topic. This will not be business as usual, every topic needs to be a community engagement.*

*Armando Grundy - Be bold - accept what is the underlying issue.*

*Chair Johnson - Group is focused on internal operation of the City of Gainesville. When we do second layer it will be a community-wide effort that touches on race and equity. That will be the point where the community comes together and talk about this as a community (When is the right time to involve people, wants the input gathering to be impactful).*

*Commissioner Warren - What can we incorporate with the 150th anniversary. Each month talk about a certain period of time that relates to economic disparity. Think about how could we do more, engage with Friendship 7.*

## **MEMBER COMMENT**

**NEXT MEETING DATE - October 1, 2019**

**ADJOURNMENT - 4:08 PM**