

Draft-Proposed Race and Equity Subcommittee Goals

Goal: City of Gainesville convenes a task force to answer the question, "How can Gainesville become more equitable" with the intention of advancing racial equity and making significant progress within the city at large within the next 5 years.

Goal: City of Gainesville dollars used for contracting, consulting and procurement benefit the community we serve, at a minimum, proportionate to the demographics of **qualified contractors, consultants and other vendors** in our city.

Goal: The City of Gainesville hires, trains and promotes a racially and culturally diverse workforce within all departments at all levels.

We do this now. It is, and has been our goal for many years. As written, this is fine; however, as we move forward with the work of this Committee, we must be careful with any wording that would set hiring quotas.

Under the laws enforced by the EEOC, it is illegal to discriminate against someone because of that person's race, color,... (including Caucasian/white). The law forbids discrimination in every aspect of employment. The laws enforced by the EEOC prohibit an employer from using employment policies and practices that have a disproportionately negative effect on applicants or employees of a particular race, color, ... if the policies or practices are not job-related and necessary to the operation of the business.

We should look to the City Attorney and Equal Opportunity Director to assist with the work on this goal.

Goal: The City of Gainesville's resource allocation will advance racial equity.

They may want to provide a bit more context about what is meant by "resource allocation" as the average citizen may not understand the intent of this goal. Again, on the surface, this seems innocuous. However, depending on the context, we may need to be careful as we get into the details.

Goal: The City of Gainesville meaningfully engages historically and presently marginalized groups.

Is there a definition of historically and presently marginalized groups? If not, how do we determine who falls into these groups? My definition may be different than someone else's.

Goal: The City of Gainesville, in partnership with the Friendship Seven, will commit to equitable development, meaning that quality of life outcomes, such as affordable housing, quality education, living wage employment, healthy environments and transportation are equitably experienced by people currently living and working in a community as well as for new people moving in.

I am not certain that the City has control over some of these factors. What is our commitment when we do not control the outcomes?

Overall outcome: To institutionalize the above goals through recommending a series of resolutions and ordinances to be voted on by the entire commission.