

# City of Gainesville

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



## **Minutes - Draft**

**January 7, 2020**

**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 - 2:01 PM****ROLL CALL**

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

**ADOPTION OF THE AGENDA**

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

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

**APPROVAL OF MINUTES**[190773.](#)**Approval of Minutes from the November 19, 2019 Meeting (B)****RECOMMENDATION**

*The Race and Equity Subcommittee approve the minutes of November 19, 2019.*

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

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

[190818.](#)**Recap of November 19, 2019 Meeting (NB)**

*Teneeshia Marshall, Equal Opportunity Director spoke to the timeline for the RFP process (within three months).*

**RECOMMENDATION**

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

**Deferred**

[190523.](#)**Race & Equity Subcommittee Goals (B)**

*Motion: 1) Finalize goals as written in the draft proposal; and 2) Hear at the next meeting, the Community Policy Presentation.*

*Commissioner Warren stated "what are the intentions that we are trying to accomplish" and "how will we exchange what we learned with other members of the community". Need to involve the Friendship Seven to engage with other entities.*

*Commissioner Ward likes Goal 5 (most important piece). Need to meaningfully engage. Likes Goal 6.*

*Commissioner Arreola likes the subcommittee goals. How do we promote them.*

*Kali Blount stated that a goal should be a gifted city off the list of ten most segregated cities. How will the Commission respond if the charters have language that has compelled the Commission to examine all existing future policies with a litmus test for racial equity.*

*Ellie Chisholm asked the Subcommittee to keep in mind the strategies they want to accomplish.*

**RECOMMENDATION**

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

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

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

[190644.](#)

**Race and Equity Impact Statements for Agenda Items (B)**

*Chair Johnson spoke to the Race and Equity Toolkit and to put something on the City Commission agenda that addresses racial equity. In terms of an agenda item "How does this contribute to racial equity".*

*Commissioner Warren suggested developing a timeline and engage the community. Establish a policy for future Commissioners.*

*Commissioner Arreola stated that he was comfortable on focusing racial disparity. He suggested doing a test drive - anything that falls in that specific discussion section must have a race and equity note.*

*Chair Johnson stated that whatever is figured out will be on a pilot basis.*

*Commissioner Warren suggested to do this during agenda review (how does it fit into the City's goal for race and equity). Nicolle Shalley responded that the agenda management meeting is for the limited purpose of managing and finalizing the agenda, the meeting is not for discussing the substance of agenda item.*

*Ellie Chisholm suggested looking at the structures guiding racial inequity.*

*Andrew Persons spoke to the future land use decisions that come before the Commission (doing an analysis).*

*Pamela Koons stated that every decision that is made will impact everyone.*

*Recess - 3:03 PM*

*Reconvene - 3:07 PM*

*Nicolle Shalley suggested that the Charters discuss having a trial period, and have a race and equity note on the agendas. Ms. Shalley will report back on this at the next meeting.*

**RECOMMENDATION**

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

**Discussed**

[190821.](#)

**Community Partners and Equity (B)**

*Motion: Staff provide a list of the grant programs that the City funds.*

*Commissioner Warren stated that we need to reach out to Friendship 7. Would like to see a flowchart.*

*Commissioner Ward stated that we should be proactive and provide some training for our partners so they understand what we are looking for.*

*Chair Johnson suggested that we ask staff to come back with a preliminary set of questions about equity.*

*Commissioner Arreola stated that we should utilize the Engagement Toolkit.*

*Yvette Carter stated that the organizations that GRU deals with works towards equity.*

**RECOMMENDATION**

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

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

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

[190822.](#)

**Workforce Equity (B)**

*Chair Johnson stated that from 2005 - 2019 there has been very little change. Knowing that is the goal, what do we need to get to that place; is this something that we want to focus on; and do we have enough data information to begin the process without getting more data and information.*

*Veronica Davis, Assistant Human Resources Director gave a presentation.*

*Lisa Jefferson, Human Resources Director spoke to the matter.*

*Chair Johnson stated: 1) How are we hiring people and recruiting for the organization; 2) How are we retaining people, and who we are retaining; 3) Workforce disciplinary action is something we need to look at; 4) Support systems for our staff; and 5) Training and how people move through the organization.*

*Chair Johnson suggested that the Committee look at the information and put this item on the next agenda for discussion.*

**RECOMMENDATION**

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

**Discussed**

[190823.](#)

**Overview of Race and Equity Kickoff on January 22, 2020 (NB)**

*Teneeshia Marshall stated Kimberlee Archie, Director of the Office of Equity & Inclusion in Asheville, NC will engage in discussion on her experience overseeing this work over the last year in North Carolina, including a realistic look at the successes and challenges she faced. Kate A. Ratliff, Assistant Professor of Psychology at UF and executive director of Project Implicit, Inc., will lead the audience through a social cognition exercise that will help people identify feelings and thoughts that may exist outside of conscious awareness.*

*Deborah Bowie spoke to the matter.*

**RECOMMENDATION**

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

**Discussed**

**DISCUSSION OF PENDING REFERRALS**

**PUBLIC COMMENT**

**MEMBER COMMENT**

**NEXT MEETING DATE - February 4, 2020**

**ADJOURNMENT - 4:19 PM**