

# City of Gainesville

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



## **Minutes - Draft**

**March 3, 2020**

**12:15 PM**

**Roberta Lisle, Room 16, 200 E. University Avenue, City Hall**

## **Race & Equity Subcommittee**

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

**CALL TO ORDER - 12:22 PM****ROLL CALL**

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

**ADOPTION OF THE AGENDA**

A motion was made by Vice-Chair Arreola, seconded by Member Warren, 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**

[191042.](#)

**Approval of Minutes from the February 18, 2020 Race & Equity Subcommittee Meeting (B)**

**RECOMMENDATION**

*The Race and Equity Subcommittee approve the minutes of February 18, 2020.*

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**

[191060.](#)

**Future Meeting Dates (NB)**

*Chair Johnson will work with the Clerk to schedule meetings once a month for the next six months; and have two night meetings (equitable development discussion).*

**RECOMMENDATION**

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

**Discussed**

[190644.](#)

**Race and Equity Impact Statements (B)**

*Teneeshia Marshall, Equal Opportunity Director, and Nicolle Shalley, City Attorney stated that the goals might mean something different to each of the Charters Officers. They want to know what is the intent of*

*each of the goals and how it can be applied to new policies and projects that are being put on the City Commission agenda.*

*Lee Feldman, City Manager spoke to the Comprehensive Plan process.*

*City Commission to discuss at the April 1st meeting.*

**RECOMMENDATION**      *Hear an update from Charter Officers.*

**Discussed**

[190268.](#)

**Community Advisory Board on Race & Equity (B)**

*Motion: Direct staff to engage with the Community Foundation of North Central Florida to bring back a framework to the Commission on April 1st.*

*David Roundtree, Director of Diversity and Inclusion Outreach at Community Foundation of North Central Florida spoke to what the Foundation does.*

*Member Ward arrived at 12:49 PM.*

**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

[190448.](#)

**Commission Race and Equity Training Workshop (NB)**

*Motion: The Subcommittee made the recommendation for the City Commission to receive training based upon the recommendations from GARE.*

*Teneeshia Marshall stated that it would be best to start with the Charters for training before we move on to the City Commission.*

*Member Ward suggested inviting the School Board members and the County Commissioners.*

*Vice-Chair Arreola stated that if we open it up to the other officials it would need to be a joint workshop.*

**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)**

*Motion: 1) City Manager provide data for at least three years (for hires and who is leaving); and 2) Strategies that can be implemented immediately for dealing with workforce equity including retention, recruitment, professional development, etc.*

*Deborah Bowie, Assistant City Manager stated that it's important for Human Resources to be present for the conversations and also encourage HR to bring additional information to further flush out the data.*

*Chair Johnson stated that we need to hear from the workforce and to think about how we can get anonymous information, so we know what we need to focus on.*

*Mr. Feldman stated that it's important when you do an organizational culture survey to make sure that you do it in a statistically significant manner.*

**RECOMMENDATION**

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

**A motion was made by Member Ward, seconded by Member Warren, 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

**PUBLIC COMMENT**

*Patricia Lee - spoke to economic and educational disparities and training; and would like to be a part of the Community Advisory Board on Race and Equity.*

*Sharon Bauer - spoke to equitable development.*

*Ellie Chisholm - spoke to employee survey, using racial equity data*

*and groundwater training at Santa Fe.*

*Yvette Carter - March 14th at 2:00 PM, there will be dedication (a park formerly known as Tumblin Creek).*

**MEMBER COMMENT**

**NEXT MEETING DATE**

**ADJOURNMENT - 1:51 PM**