

City of Gainesville

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



Minutes

Tuesday, April 8, 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 1:12 PM**ROLL CALL**

Present 3 - Hawkins, Wells, and Hinson-Rawls

ATTENDANCE

Steve Stagliano - Admin. Services, GRU
Cecil Howard - Equal Opportunity
Stephanie Marchman - City Atty. Office
Cheryl McBride - Human Resources
Donald Shepherd - Citizen
Candasy Young - Equal Opportunity

ADOPTION OF THE AGENDA

Adopted

APPROVAL OF MINUTES**130828. Equal Opportunity Committee (EOC) Minutes (B)**

Attachments: [130828_EOC Minutes_20140408.pdf](#)

RECOMMENDATION *The EOC approve the minutes of 03-11-14 as circulated.*

Approved as Recommended

DISCUSSION OF PENDING REFERRALS**130829. Analysis of Supervisory Hiring Over Last Three Years (B)**

Attachments: [130829_Supervisory Hiring Analysis_20140408.pdf](#)

The EO Director Cecil Howard gave a presentation on the analysis of supervisory hiring of how the City performed over the past three years. The EOC discussed the overall demographics of who was hired by race and gender as well as a breakdown of the applicant pool to who got hired.

Chair Wells recognized Cheryl McBride who spoke to the matter.

RECOMMENDATION *Hear a report from EO Director and take action as necessary.*

Discussed

130832. Quarterly Hiring Report, Qtr. 2 (B)

Attachments: [130832a_Qtr 2 Total Hire Report_20140408.pdf](#)
 [130832b_Qtr 2 \(without Temp\)Hire Report_20140408.pdf](#)

EO Director Cecil Howard gave a presentation on the Second Quarter Hiring Report. The EOC discussed two reports. One report with Temp employees and Interns and one without. Also, discussed were future recruitment efforts for the City and a Middle School Spring Break Exposure program with Kathy Viehe's involvement .

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

RECOMMENDATION *Hear a report from EO Director and take action as necessary.*

Discussed

[130835.](#) **Employee Diversity Survey (B)**

Attachments: [130835_Employee Diversity Survey_20140408.pdf](#)

EO Director Cecil Howard gave a presentation on the Employee Survey as it pertains to diversity in the City. The survey is at the end of each training workshop and the questions are similar to those in the online "Tool Kit" Cecil Howard recommended the "Tool Kit" be presented at the next EOC meeting.

RECOMMENDATION *Hear a report from EO Director and take action as necessary.*

Discussed

MEMBER COMMENT - None

CITIZEN COMMENT

Kali Blount - YOPP Program on Fair Housing

NEXT MEETING DATE - May 13, 2014

ADJOURNMENT - 2:20 PM