

# City of Gainesville

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



## **Minutes - Final**

**August 20, 2019**

**2:00 PM**

**Gainesville Regional Utilities Multi-Purpose Room**

## **Race & Equity Subcommittee**

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

## CALL TO ORDER

## ROLL CALL

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

## ADOPTION OF THE AGENDA

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

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

## APPROVAL OF MINUTES

## DISCUSSION OF BUSINESS ITEMS

### 190189.

#### **Select Vice-Chair (NB)**

*Motion: Appoint Commissioner Arreola as Vice-Chair.*

*Chair Johnson gave opening remarks.*

*Commissioner Warren spoke as to why she wanted to be on the Subcommittee.*

*Commissioner Ward gave remarks as to his reason for being on the Subcommittee - show up.*

*Commissioner Arreola gave remarks to the same.*

*Chair Johnson - Anger about what is happening in our community, hope to make a difference.*

**RECOMMENDATION**      *The Race & Equity Subcommittee select a Vice-Chair.*

**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 - Member Arreola, Chair Johnson, Member Ward, and Member Warren

### 190186.

#### **Meeting Dates (NB)**

*Motion: 1) Approve the recommendation with one edit: Cancel the December 17, 2019 meeting; and 2) Add an additional meeting after February 18, 2020 with the option to continue the meeting (March 3, 2020).*

*Larry Rogers spoke to the matter.*

*Chair Johnson spoke to the values that should be brought to the Subcommittee*

*individually, and the values to agree upon that we embody as a Subcommittee. Chair Johnson read into the record a list of values.*

*Vice-Chair Arreola chose: vision, love, perseverance. and cooperation.*

*Commissioner Ward chose: balance, future generations, gratitude, humility, humor, leadership, stewardship, vision, vulnerability and collective impact.*

*Commissioner Warren chose: balance, collective impact, humility, leadership, stewardship, ethics authenticity, perseverance, vulnerability and spirituality.*

*Chair Johnson chose: collaboration, perseverance, respect, justice and disruption.*

**RECOMMENDATION**

*The Race & Equity Committee discuss and approve the following meeting dates listed below.*

*September 3, 2019: 2:00pm - 4:00pm - Room 16*

*September 18, 2019: 2:00pm - 4:00pm - Room 16*

*October 1, 2019: 2:00pm - 4:00pm - Room 16*

*October 15, 2019: 2:00pm - 4:00pm - Room 16*

*November 5, 2019: 2:00pm - 4:00pm - Room 16*

*November 19, 2019: 2:00pm - 4:00pm - Room 16*

*December 4, 2109: 2:00pm - 4:00pm - Room 16*

*December 17, 2019: 2:00pm - 4:00pm - Room 16*

*January 7, 2020: 2:00pm - 4:00pm - Room 16*

*January 21, 2020: 2:00pm - 4:00pm - Room 16*

*February 4, 2020: 2:00pm - 4:00pm - Room 16*

*February 18, 2020: 2:00pm - 4:00pm - Room 16*

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

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

**190190.**

**Discussion of Subcommittee: Structure and Topics (B)**

*Motion: Change the wording to: In addition, we will suggest bold and courageous policies and practices in order to eliminate disparities and transform city government into a more racially equitable environment, to achieve social progress in promoting opportunities for all so that every resident thrives.*

*Chair Johnson spoke to the glossary of frequently used terms.*

*Vice-Chair Arreola read into record the proposed draft of the Mission and Vision*

*Statement.*

*A citizen spoke to white supremacy, male supremacy.*

*Larry Rogers spoke to defining terms; racist and anti-racism.*

*Jessica Turner spoke to affordable/sustainable housing and mental health.*

*The Subcommittee with add to the glossary list: white supremacy, male supremacy and anti-racism and define the terms.*

*Chair Johnson spoke to the Goals of the Subcommittee.*

*Commissioner Ward suggested instituting a measuring system.*

*Commissioner Warren stated that the EO staff should have numbers of the make-up.*

*Commissioner Ward spoke about gender disparities (job-title to job-title pay equity).*

*Vice-Chair Arreola wants to add: Identify all areas in which racial and gender disparities exist (service levels, resource expenditures).*

*Diyonne McGraw spoke to having plenty of data.*

**RECOMMENDATION**

*The Race & Equity Subcommittee discuss the goals and the mission of the subcommittee; define common language and terms; and take action deemed necessary.*

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

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

**190268.**

**Citizens Advisory Board on Race & Equity (NB)**

*Chair Johnson spoke about a group of citizens working alongside the Subcommittee. Have a pilot as to how to move forward with citizen advisory boards. She would like to: 1) Find a time that works, 2) Provide food or dinner; 3) Reimburse for transportation to get to the meetings; and 4) If they want to bring their children, have activity space, or if a parent wants to have child care at their home they should be reimbursed. Whatever accommodations we need to have citizens involved, we will make those accommodations. Vice-Chair Arreola and Commissioner's Ward and Warren spoke to the matter.*

*Commissioner Ward - Subcommittee recommend to the City Commission to create an advisory board made up of residents who make informed and well-researched recommendations for improving city practices for race and equity; and perhaps another board of City of Gainesville employees.*

*Vice-Chair Arreola stated that the Subcommittee needs to get a little bit more settled before we start creating formal advisory boards with missions and responsibilities.*

*Teneeshia Marshall, Equal Opportunity Director, stated that internally they have started a recruitment process to build Equity Court Teams (employees only). They will be responsible for helping build a racial equity tool. She spoke to the data collection.*

*Kali Blount and Teonia Burton spoke to the matter.*

**RECOMMENDATION**

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

**Discussed**

[190269.](#)

**Work Plan (B)**

*Chair Johnson reviewed the proposed work plan.*

**RECOMMENDATION**

*The Race & Equity Subcommittee review materials from the Racial Equity Toolkit, Government Alliance on Race and Equity, and approve the proposed work plan.*

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

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

**PUBLIC COMMENT**

*Larry Rogers - Have tables set up in a "V" ; meeting to be more inclusive for the community; invite more stakeholders to meeting and have meetings at night; and recommended a book "How to be Anti-Racist" by Dr. Kendi.*

*Tana Silva - Police and development issues.*

*Kali Blount - Have representatives from every bargaining unit with the city.*

*Citizens should be a part of the Committee.*

**MEMBER COMMENT**

**NEXT MEETING DATE**

**ADJOURNMENT - 4:08 PM**