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6/10/2021	1	General Policy Committee	Approved, as shown above	Pass

Director Office of Diversity, Equity and Inclusion (Equal Opportunity Director) Interim and Appointment Search Discussion (B)

Recently, the Director of the Office of Diversity, Equity and Inclusion (Equal Opportunity Director) left employment with the City of Gainesville. This position is one of six Charter Positions appointed by the City Commission. With this vacancy, the Commission will need to give direction on how to proceed with the two search processes. The first is related to the Interim Appointment of this position and the second is related to the search process to find the candidate that will be appointed to this Charter position.

The Commission has appointed Sylvia Warren in an acting capacity and that appointment became effective May 29th, 2021. During the discussion and appointment, the Commission asked staff to proceed with a recruitment process to enable the Commission to appoint an Interim Director of the Office of Diversity, Equity and Inclusion. With respect to the interim appointment staff will need direction as to the duration of the position posting and general direction related to the process once the candidate pool has been developed.

In an effort to be pro-active on the national search for the regular appointment, the Human Resources Department has attached proposals from four of the Executive Search Firms already under contract for the Commission’s review and consideration. These proposals were the general proposals submitted during a competitive process. Based on the Commission’s direction, Human Resources would request specific proposals for the recruitment of the Director of the Office of Diversity, Equity and Inclusion and have them available for review and consideration at a future meeting determined by the City Commission.

The Human Resources Department’s role will be coordinate and facilitate for the City Commission on both

processes in an effort to achieve the goals of the Commission in recruiting a highly qualified and diverse candidate pool for this position.

The Fiscal cost of this is dependent upon the City Commission's action and direction.

The City Commission discuss the two recruitment processes, provide direction to staff and take action as appropriate.