

HUMAN RESOURCES (HR) COMMITTEE MINUTES February 26, 2019

In Attendance

Councilman Russell Gilbert, Committee Chair, called the meeting to order at 3:03 p.m. in the Assembly Room. A quorum was present, including Council Chairman Ken Smith, Vice-Chairman Erskine Oglesby and Council members Carol Berz, Anthony Byrd, Demetrus Coonrod, Chip Henderson, Darrin Ledford and Jerry Mitchell. City Attorney Phil Noblett and Council Support Specialist Keren Campbell were also present.

Others in Attendance

HR: Beverly Moultrie, Chief Human Resources Officer; GARE: Julie Nelson, Senior VP of Program.

Approval of Minutes

On motion of Chairman Smith and seconded by Councilman Ledford, the minutes of the last meeting (January 22, 2019) were approved as published.

Government Alliance on Race Equity (GARE) Presentation

Ms. Moultrie introduced Ms. Nelson to the Council who gave a PowerPoint presentation on GARE that covered the following:

- Advancing Racial Equity
- Objectives
- Introduction
- Network
- Areas/Locations Served
- Team
- Reflection on Chattanooga
- National Effective Practice
- Road Map
- Other Cities
- History of Government and Race
- Values and Realities
- Racial Inequity in the US
- Racial Equity Means
- Why GARE lead with topic of Race
- Needs
- Pilot Project Group Discussion
- Next Steps

A discussion ensued where the following questions were addressed:

- What is the focus (Councilwoman Berz)
- Department Spearheading Project (Councilwoman Berz)
- Issues within Government of Chattanooga (Councilman Ledford)
- Phases to Contract (Councilman Ledford)
- Focus for Gender differences (Councilman Ledford)
- Proceeding after Phase 1 (Councilman Ledford)
- Future Administrations (Councilman Ledford)
- Addressing current issues in the City (Councilman Byrd)
- Utilizing fair process (Councilman Byrd)
- Outcomes (Councilwoman Coonrod)
- Accountability (Councilwoman Coonrod)
- Racial Equity Tool (Councilwoman Coonrod)
- Targeted audience (Councilwoman Coonrod)
- Survey (Councilman Gilbert)
- Communicating with Constituents (Councilman Gilbert)

Upon no further questions or comments, the issue was closed.

Adjournment

There being no further business, Councilman Gilbert adjourned the meeting at 3:55 p.m.