

Clarksville Human Relations Commission Meeting Minutes

February 26, 2015

Montgomery County Public Library

Boaz Board Room—6:00 PM

- I. **Call to order:** Chairperson, Candy Johnson, called the meeting to order at 6:02 pm. Members present: Jeff Burkhart, Michael Dale, Mohsun Uddin Ghias, Rebecca Hines, María Jiménez, *Jason Hodges, *Alexandra Wills. Members absent: Feleesha Johnson, JoAnn Latz, Kenneth Roberts. Guest present: Stanley Ross. Student Intern (to Ms Johnson): Austin Cumberlander.
*Members new to the HRC were introduced, and HRC members present introduced themselves.
- II. **Approval of Minutes:** Michael Dale moved and Jason Hodges seconded that the minutes of the December 11, 2014 meeting be approved as submitted with no changes or corrections. Motion carried.
- III. **Committee Reports:**
 - A. Research and Evaluation—In the absence of Ms Latz, the R&E Committee Chair, Ms Johnson reported that Ms Latz and Mr. Roberts were researching various organizations and are in the process of developing a draft of their findings. The draft is not yet ready for distribution. Ms Johnson also reported that Ms Latz had been responsible for arranging for the HRC’s very informative and beneficial visit to Chattanooga on January 30, 2015.
 - B. Marketing and PR—Michael Dale, Committee Chair, reiterated that the City strongly discourages HRC from having its own Facebook page. However, HRC can post any of its workshops, seminars, or other events and information it wishes, on the City’s webpage.
 - C. Community Education and Outreach—It was reported that while the dates of the two training events planned by HRC are set, the places where they will be held are still in the process of being secured. The HRC-sponsored trip to Chattanooga on January 30, took precedence, thus the work to secure place for the training events is still continuing.
- IV. **Old Business:**
 - A. Chattanooga Intercity visit follow-up—Ms Johnson reported that the trip made by representatives of the HRC and other interested individuals from our City to Chattanooga, on Friday, January 30, 2015, was, by all indications, very informative and beneficial to the work of the Clarksville HRC. Many Chattanooga city officials presented to the Clarksville visitors about their areas of service and shared their expertise. The visitors from Clarksville, learned of many useful resources, and the Chattanooga hosts offered themselves to help the HRC in any way. Ms Johnson shared documents and handouts of information brought back from the trip.
 - B. City 5-Year Diversity Action Plan—Mr. Will Wyatt, City of Clarksville HR Director and Ex-officio member of the HRC, shared what the City been doing to attract and involve diverse talent and to be “an inclusion employer”. The City has conducted a

number of trainings on diversity and inclusion. Mr. Wyatt delineated some factors that must be considered in order to make this initiative work within the City's government:

--It takes time to change the climate and culture of the work environment.

--There has to be "buy-in" from "the top" in order for it to work. It has to start from "the top", he said.

--It must be demonstrated how the "bottom line" is impacted. This helps to get the "buy-in" from those who may not think diversity is important.

A handout was distributed to the HRC members entitled "Responses from City of Clarksville HR Director Regarding City Data 2015" containing relevant statistics and information about the City's efforts in this area.

Chairperson Johnson gave a detailed report and distributed a draft of the proposed 5-Year Diversity Plan to be recommended to the City Council. As she explained each aspect of the plan, she solicited input from the members.

María Jiménez moved acceptance of the 5-Year Diversity draft; Jeff Burkhart seconded. Motion carried.

- C. HRC Training Event—"Doing Business with Government"—Date: April 24th.
- D. HRC Training Event—City Employee Training Opportunity"—Date in May, TBA.
- E. Race Realties in Clarksville Forum—Postponed at this time.

V. Announcements:

- A. Austin Cumberlander is beginning a term as HRC's Intern, secured through the efforts of Alexandra Wells, the new HRC member from APSU. A place for Mr. Cumberlander to office for the HRC is being sought.
- B. Ms Johnson announced that the Governor's Office will be holding a conference on March 26, 2015, entitled "Governor's Diversity business Market Place and Education Conference. HRC members are encouraged to attend the conference and should contact Ms Johnson as soon as possible so that names and fees can be submitted in a timely manner.

VI. Adjournment:

Michael Dale moved the meeting be adjourned by consensus at 7:35 pm.

Respectfully submitted,
Rebecca Hines, Secretary