



Gender Equity Commission Meeting – August Minutes

August 18th, 2020; 2:30pm - 4:30 pm
(Virtual Meeting due to Covid 19 Response)

Commission Attendance:

GEC Executive Director

anupama jain

Commissioners Present

Jessie Ramey

Lee Fogarty

Sabrina Korbelt

Sarah Hansen

JaLissa Coffee

Kelauni Cook

Alison Hall

Morgan Overton

Diamonte Walker

Janet Manual

Amanda Neatroun

Rick Williams

Commissioners Absent

Sarah Shultz

Deb Gross

Mike Strelie

Sharon Higgenbotham

Public Attendees:

Via Zoom

July Motions and Action Requests:

Motion #1:

Motion: Approve July 2020 GEC Public Meeting Minutes

1st Motion: Lee Fogarty

2nd Motion: Sabrina Korbelt

Yes: 7

No: 0

Abstentions: 3 (new Commissioners Overton, Walker, and Hall)

Approved

Motion #2:

Motion: Approval of the timeline dates and activities for the Work Smart programming.

1st Motion: Janet Manuel

2nd Motion: Amanda Neatrour

Yes: All

No: 0

Abstentions: 0

Approved

Motion #3:

Motion: Request \$39,959 from the Workforce Equity budget of \$50,000 to spend on AAUW facilitation starting in October, 2020.

1st Motion: Sarah Hansen

2nd Motion: Amanda Neatrour

Yes: All

No: 0

Abstentions: 0

Approved

Motion #4:

Motion: Approve the salary range of \$35,000-\$45,000 for the Work Smart Administrator in the GEC's 2021 Budget Request

1st Motion: Janet Manuel

2nd Motion: Allison Hall

Yes: All

No: 0

Abstentions: 0

Approved

Motion #5:

Motion: Approve the timeline dates and activities for the Pittsburgh Workforce Equity Council

1st Motion: Sarah Hansen

2nd Motion: Janet Manuel

Yes: All

No: 0

Abstentions: 0

Approve

Motion #6:Adjourn the August 2020 GEC Public Meeting

1st Motion: Diamonte Walker

2nd Motion: Jessie Ramey

Yes: All

No: 0

Abstentions: 0

Approved

August Action Requests:

Action Request Motion #1 (Jessie): Everyone sign name (by choice) with additional actions in support of the maternal health pandemic act letter.

Yes: All

No: 0

Abstentions: 0

August Follow Up Action Items:

GEC (all)

- Sign on to a letter that Anu wrote for maternal health following National legislation for Covid.
- Fill out a spreadsheet about speaking requests so that we can all share speaking requests.
- Fill in individual and organizational contact information for potential Workforce Equity partners.

Anu

- Will send the maternal health letter and more information for Commission to sign
- Made a visual map of the GEC's work and will share that in the next newsletter

Jordan

- Get back to Morgan and the GEC about how GEC can amplify maternal health on a State level?

Public Meeting Minutes:

1. Welcome (Jessie)

- Welcome to the public
- Thanked and acknowledged former Commissioners Megan Block and Kathi Elliot
- Three of the four new GEC appointees introduced themselves
 - Alison Hall
 - Morgan Overton
 - Diamonte Walker

2. General Public Comments

- No public comments

3. Approval of Minutes

- Approved minutes for July 2020 meetings. (see Motions)

4. Administrative Duties - Executive Director's Report (anu)

- Reiterated where to find the ED reports in our GEC folder
- Mayor just sent out his response to the Policy Recommendations
- Asked the Commission if they wanted to sign on to a letter she wrote for maternal health following National legislation for Covid.
- Will send the letter and more information.

- Encouraged the GEC to add anything we would like to the GEC newsletter
- Made a visual map of the GEC's work and will share that in the next newsletter
- Has been speaking with a workgroup of City employees and has started connecting with other cities like Stockton, CA about addressing police violence and their guaranteed income program.
- Spoke about Jordan Field's memo regarding policies related to the PIGR report from Sept 2019 that we may want to adopt as priority.
- Went over several policies being talked about or implemented in various cities.
- Asked GEC to fill out a spreadsheet about speaking requests so that we can all share speaking requests.
- Jessie: We will be taking time to go over Jordan's policy memo at a later meeting.

5. Executive Committee Update (Jessie)

- Been meeting with the Leadership & Governance committee to add and welcome new members
- Planning agenda for September
- Planning retreat for October
- Discussed transition planning for committees and transition in leadership

6. Budget Committee (Sarah Hansen)

- Met with anu to talk about the budget strategy for 2021
- Explained how the GEC budget works for the new GEC members - can only make recommendations.
- The items that are being proposed are in a link in anu's ED report.

7. Governance Committee (Sabrina Korbel)

- Thanked Lee and Amanda for stepping up in this committee in Sabrina's absence due to work conflicts
- Thanked anu for putting the info together for new GEC members.
- Thanks Jessie for getting the new Commissioners onboarded.
- Has a work description for the new Commissioners thanks to Lee and Amanda.
- Preliminary conversations about retreat have been had and will be talking to the Executive Committee about the details, including it being on Zoom for 3 hours.
- Offered the new Commissioners the opportunity to reach out with any questions.
- Lee:
 - There is a draft proposal for the retreat that will go out to the Executive Committee after Sabrina looks at it.
 - Invited the new members to ask any questions they may have about the new information she sent out to them.
 - Mentioned both the 100 anniversary of (White) women's voting rights and Kamala Harris' historic nomination.
 - Jessie thanked the Committee and announced Dr. Bullock as our special guest coming up.

8. Gender Analysis Committee (Jessie)

- Has not met
- Will be appointing a new chair.
- No new business

Anu:

- i. Explained our ordinance to get disaggregated data to analyze gender across the City and make recommendations.
- ii. Spoke about the budget for the Analysis
- iii. Explained the new RFP process and how it works with the City.
- iv. Explained who we are making sure to include people from marginalized groups for participation.
- v. There is a preliminary draft and it will be finalized once we have a chair

Jessie:

- vi. This committee lost both co-chairs
- vii. We are looking for a new chair and hope to have a new chair by next month
- viii. Went over the various GEC working committees.
- ix. Invited the new members
- x. Morgan offered to join the gender analysis committee.
- xi. Stressed the importance of the work of this committee.

9. Dr. Quintin Bullock - President of CCAC & Co-Chair of the Pittsburgh Community Task Force on Police Reform

Jessie:

- i. Introduced Dr. Bullock

Dr. Bullock:

- ii. Talked about the various entities and individuals that the Mayor appointed to this Task Force.
- iii. Read the charge (mission) for the Mayor's appointment of this Task Force.
- iv. Introduced the Task Force Scope of Work that identifies all areas of priority and challenge.
 1. Unbundling and reallocating police services
 2. Recruiting, hiring and workforce training for police
 3. Training for interaction with various types/groups of community members.
 4. Use of force by police
 5. Eliminating racial profiling and injustices
 6. Accountability, transparency, and interaction surveys - culture changes/models and policies for protection of residents
 7. Transformation of police culture
 8. Officer wellness
 9. Relations with Pittsburgh's Fraternal Order of Police

10. 8 can't wait - accountability structure

- v. Talked about the schedule for these meetings
- vi. Went over the various entities that the task force has met with to understand the various views in this space.
- vii. Spoke about the recent incident that happened Friday, August 14th, 2020 and the statement that was made by the task force on police reform.
- viii. Read the statement to the GEC.
- ix. Spoke about their near-future plans to release a report and recommendations to the Mayor.

Jessie:

- x. Thanked Dr. Bullock and the task force for volunteering to do this work for the City.
- xi. Opened for questions

Diamonte:

- xii. Asked if the task force on police reform has given any thought to how police brutality is impacting various intersections of women.
- xiii. Dr. Bullock:
 - 1. the task force is starting with looking at how police are being trained to come into contact with various groups of people like women
 - 2. The task force is thinking about how to increase the pipeline for building trust between the community and the police to attract more people from within the community.

Amanda:

- xiv. Mentioned the various priorities that the task force has are also things that the Mayor's office has said they would tackle before.
- xv. Asked how the task force is researching how the City has dealt with these things in the past.
- xvi. Made specific mention about the "wellness" for police angle and expressed her appreciation for that aspect.
- xvii. Wants to know how the task force is taking these things on from a different angle.
- xviii. Dr. Bullock:
 - 1. We are creating new pathways for people to become interested in becoming police as well as looking at training processes for police.

● Jessie:

- Made mention of the City Departments Committee for the GEC and offered potential collaboration with the task force.
- Thanked Dr. Bullock

10. Workforce Equity Committee (Sarah Hansen)

- Shared documents last Friday with all of the research and work from this committee over the last year and a half to build the three prongs of the workforce equity strategy
- Introduced the two timelines and action items that will be discussed.
 - i. Work Smart
 - ii. Workforce Equity Council
- Policy Recommendation is best for the GEC to do as a group along with the council.
- AAUW Worksmart
 - i. Talked about the timeline for this program
 - ii. Went over the 4 motions that the GEC needs to approve for this as follows:
 - 1. Rick: Suggested to do planning in December and do the positions posting in January because December might be a little difficult as far as momentum
 - 2. Amanda clarified to the GEC why the hiring timeline is during the months on the current timeline especially so that the hire would be able to help with the logistics.
 - 3. Rick: Move the hire to November instead of December. January would be a kick-off and training. Think hiring the admin earlier would be better.
 - 4. Janet: We aligned the hiring process with the GEC budget approval process. Agreed that December isn't the best month but this would be the best time for the budget.
 - 5. Motion #2 passed (see motions)
 - iii. Approval of the timeline dates and activities
 - 1. Rick: Suggested to do planning in December and do the positions posting in January because December might be a little difficult as far as momentum
 - 2. Amanda clarified to the GEC why the hiring timeline is during the months on the current timeline especially so that the hire would be able to help with the logistics.
 - 3. Rick: Move the hire to November instead of December. January would be a kick-off and training. Think hiring the admin earlier would be better.
 - 4. Janet: We aligned the hiring process with the GEC budget approval process. Agreed that December isn't the best month but this would be the best time for the budget.
 - 5. Motion #2 passed (see motions)
 - iv. Approval of AAUW contract and budget for the work - whether to start the contract in January or in October.
 - 1. Sarah explained the details of the contract and budget options.
 - 2. Amanda: The extra \$5,000 is additional consulting and if we get the money, we should do it. Expressed how difficult it is to do this kind of facilitation on our own.
 - 3. Janet: Agreed.
 - 4. Sarah discussed how facilitation with AAUW's involvement changes over time.
 - 5. Kelauni: Do we already have the money for this or will we have to request it.
 - 6. Sarah: Yes, we already have that.
 - 7. Kelauni: Suggested combining the motion
 - 8. Motion #3 passed. (see motions)
 - v. Approval to include the salary and benefits for the Work Smart Admin in the GEC's 2021 Budget Request

1. Sarah: Janet used Segal Waters Group Evaluation to submit the appropriate salary and range.
 2. Janet: Explained how the job descriptions and the salaries are created for the City of Pittsburgh and explained that the same process was used for this salary range.
 3. Amanda: Clarified what they are asking for - not the job description
 4. Sarah: Anticipated that this admin would report to anu.
 5. Motion #4 passed (see motions)
- vi. Approval of the timeline dates and activities for Pittsburgh Workforce Equity Council
1. Sarah: Introduced the timeline and spoke about the budget request for \$100,000 for all Workforce equity work.
 2. Rick: Is everything going to be reaching into that \$100,000 budget?
 3. Sarah: Yes. We understand that this isn't enough for all of these activities. But for the Council administrator there will be additional resources potentially from a potential host organization.
 4. Rick: Recommended that One PGH Fund could be additional funding for this position.
 5. Sarah: Action item - asked that the GEC fill in individual and organizational contact information for potential Workforce Equity partners spreadsheet.
 6. Anu: Is a part of the \$100,000 to purchase a data management system?
 7. Sarah: Yes. She went on to explain how Boston collected this data and provided a resource for the GEC to overview and is waiting on them to get back to her with more information.
 8. Motion #5 passed (see motions)

11. City Departments Analysis Committee (Mike Strellic)

- No update.
- Jessie reiterated the importance of this committee.
- Invited new members to join.

12. Policy and Legislative Updates (Jordan - Policy at The Mayor's Office)

- Spoke briefly about Stockton, CA's model and their intersectional work
- Spoke about the copy of the memo for policy change within Stockton, CA.
- Anu: Updating the City code for gender specific language, can you give us an update and the goal?
- Jordan: Yes. The team has gone through the City code and has identified areas where the code should be changed, they just need to now know how.
- Jessie: Please use us as a resource and she volunteered to help with Jordan's team with this work.

- anu: Went over Jordan and Alla's role with the GEC for the new GEC members and discussed the need to have gender inclusive language in all future policies.
- Amanda: Some of this work was already started with Human Resources and recommended that the policy analysts look into them as a resource as well as NYC. Offered to help as well.
- anu: offered that she and Amanda can help with those resources.
- Morgan: Applauded Jordan's memo and offered her assistance. Specifically happy about the maternal health policy recommendations. Wondered how GEC can amplify maternal health on a State level?
- Jordan: Will get back about that.
- Rick: Spoke about a call he was on with Highmark in child health. Talked about how Highmark is using our report to address maternal health issues.
- Morgan: Wants to bring all of the silos together
- Jessie: Spoke about how there are various places where we can have policy interventions even for county and state controlled issues like public schools.
- Janet: Offered her help to Jordan and Morgan.
- Jessie: Thanked Jordan for the memo work.

13. New Business & Action Requests (anu)

- Spoke about the Maternal Health Pandemic Response Act letter that she created in support for the National bill and wants to request action to push this letter out to the public.
 - Moran: Are we able to add all of our names?
 - anu: I think so.
 - Motion put forth by Morgan and second by Lee to sign the letter by the full Commission and send it as our collective support.
 - Lee: Expressed approval of this letter and doing more supportive letters like this.
 - Anu: Gave credit to the policy team for bringing this issue to the attention of the GEC
 - Kelauni: Asked what the significance of signing individually vs. as the Commission. Expressed that not wanting to sign as an individual
 - Lee: It has more impact when we're signing individually
 - Kelauni: Expressed that it should be a choice in that case.
 - Diamonte: Suggested we make it optional and clear what it means to sign as a Commission and as an individual
 - Jessie: Suggested that this is a new process and that anu ask each Commissioner if they want to sign individually
 - Rick: Suggested adding a blurb about the GEC on the letter and a link to the report due to it being sent out on a National scale.
 - Motion #7 approved (see motions)
- Amanda:
 - Acknowledged the July 26th 30th Anniversary of the signing of the American's Disability Act.

- Expressed the importance of recognizing and supporting this particular group
- Reiterated that we keep the needs and rights of those with disabilities at the forefront of our work.

14. Action Items Overview (Kelauni)

- Went over all of the actions from today's meeting.

15. Public Comment (anu)

- None

16. Closing of Meeting (Jessie)

- Closed the meeting inviting the Public to participate
- Meeting Adjourned (see Motions)