

Mark Mercer
Chair

Rose Haverkos
Vice-Chair

Voting Members: Katherine Becker, Richard Cardwell, Dottie Cash, Scott Chapel, Elizabeth Crehan, Robert Harris, James Johns, Alicia Pater, Trevor Snider, Eric Taylor, and Ed Wilson
Ex-Officio Members: Letitia Block, Craig Bucheit, and Nadine Hill
Secretary: Boyce Swift

- I. Call to Order**
 - A. Time noted in meeting minutes

II. Roll Call
IRRP Subcommittee Members

Mercer-	Haverkos- Excused		Cardwell-
	Chapel-		Harris-
			Taylor-
Wilson-			

M&C Subcommittee Members

Mercer-	Haverkos-Excused		
Cash-			
	Pater-		
Wilson-			

- III. Review and approval of previous meeting minutes**
 - A. Previously approved at the Commission meeting, August 22, 2016

IV. OGSM document items

A. IRRP

- i. Develop pilot program to address top 5 barriers and implement pilot (6/1/2016)
- ii. Gather baseline demographic data for African Americans, Hispanics, women, and individuals with IDD and create department and division recruitment and promotion goals (7/1/2016)
- iii. For each participant of the mentoring and development program, document a development plan consistent with employee's job classification (7/1/2016)
- iv. Assess the 6-month pilot (12/1/2016)
- v. Measure baseline vs. current recruitment efforts (12/1/2016)
- vi. Create internal mentoring and development program (12/1/2016)
- vii. Measure baseline vs. current supervisor personnel demographics (12/31/2016)
- viii. Create criteria for awards and recognition based upon tangible diversity and inclusion efforts(12/31/2017)

B. M&C



- i. Develop and implement 10 unconventional outreach methods (7/1/2016)**
- ii. Obtain 20% response rate on anonymous survey (9/15/2016)**
- iii. Finalize list of top 5 barriers (10/15/2016)**
- iv. Post the City of Hamilton Diversity Lens on the City website (7/1/2017)**
- v. Complete diversity and inclusion action plans and report to Commission (12/31/2017)**

V. New Business

Agenda items to be discussed added by communication with Commission Chair or Commission Secretary with any documents to be received.

A.

VI. Audience of Citizens

Individuals may speak during this part of the Agenda. All individuals who intend to speak are requested to sign in at the table in the back of the room. Each speaker is allowed 5 minutes.

VII. Audience of the Commission

Commission members may bring up any issues not on the agenda and not previously discussed at the current meeting.

VIII. Schedule for Upcoming Meetings

- A. September 12, 2016 IRRP Subcommittee**
- B. September 12, 2016M & C Subcommittee**
- C. September 19, 2016 CECP Subcommittee**
- D. September 26, 2016 Diversity and Inclusion Commission**

IX. Motion to Adjourn

Time noted in meeting minutes

- A. Motion by:**
- B. Second by:**
- C. Discussion:**
- D. Vote result:**

