



**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 called to order:

**II. Roll Call**

Members noted as "Present" or "Absent." Arrivals after call to order noted as time of arrival. Absent members who notified prior to the meeting noted as "Excused."

<b>Mercer-</b>	<b>Haverkos-</b>		<b>Cardwell-</b>
	<b>Chapel-</b>		<b>Harris-</b>
			<b>Taylor-</b>
<b>Wilson-</b>			

**III. Review and approval of previous meeting minutes**

A. Discussed and approved and the Commission meeting September 26, 2016

**IV. OGSM items**

A. Motion to consider the following items as discussed at the September 26 Commission meeting Relative to Objective 1 Hiring and Retention:

- i. Findings of the internal survey as presented by Mr. Werdman relative to the percentage of responses to the internal survey and the identification of the barriers has accomplished (1)(1)(i)(a)
- ii. Recommendations of the Department of Human Resources to look at ways to expand recruitment pool and to conduct further Diversity and Inclusion training (1)(1)(i)(a) and (1)(1)(i)(b)
- iii. Accomplishment of the measure of obtaining 20% response rate to the internal survey(1)(1)(ii)(a)

B. Motion to consider the following items as discussed at the September 26 Commission meeting Relative to Objective 2 Diversity and Inclusion Action Plans:

- i. Create and distribute a list of meeting places (2)(1)(i)(a)

C. Motion to consider the following items as discussed at the September 26 Commission meeting Relative to Objective 3 Diversity and Inclusion Collaboration and promotion:

- i. Minimum of three diversity and inclusion programs (3)(1)(i)(b)

**V. New Business**

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

A. Recommendations which will need to have financial support through the budget process

- i. Recruitment of a diverse candidate pool for all positions



- ii. **Conduct ongoing D&I training**
- iii. **Support of Employee Leadership Program**

**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. **October 3, 2016 IRRP Subcommittee**
  - i. **Proposed next meeting November 7, 2016 or December 5, 2016**
- B. **October 10, 2016 M & C Subcommittee**
- C. **October 17, 2016 CECP Subcommittee**
- D. **October 24, 2016 Diversity and Inclusion Commission**

**IX. Motion to Adjourn**

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

