

AFFIRMATIVE ACTION ADVISORY COMMISSION MEETING

CITY OF DAVENPORT, IOWA

THURSDAY, JULY 26, 2018; 12:00 PM

ST. AMBROSE UNIVERSITY, BEEHIVE, 518 LOCUST STREET

I. Roll Call

II. Approval of Minutes

A. Approval of January and March 2018 meeting minutes

III. New Business

IV. Old Business

V. Adjourn

City of Davenport
Affirmative Action Advisory Commission

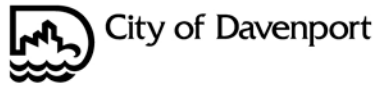
Department:
Contact Info:

Date

Subject:
Approval of January and March 2018 meeting minutes

ATTACHMENTS:

| Type | Description |
|--------------|--------------|
| ▣ Cover Memo | January 2018 |
| ▣ Cover Memo | March 2018 |



AFFIRMATIVE ACTION COMMISSION

Minutes of January 25, 2018 Meeting

Commissioners Present: M. Reyes, B. Zelsdorf, M. Shrikhande, S. Liddell, V. Kelly

Commissioners Absent: C. Hester

Staff/Council present: S. VanDeWoestyne, L. Lacey, K. Keller

Guests: J. Newton-Butt, E. Johnson, D. Patel

Call to Order The meeting was called to order at 4:00 p.m. by M. Reyes.

Approval of Minutes: V. Kelly moved to have the minutes for the November meeting approved; the motion was seconded by B. Zelsdorf.

New Business:

1. Chairman M. Reyes welcomed new Affirmative Action Commissioners J. Newton-Butt and E. Johnson. They were appointed by the Mayor and officially begin their terms on February 1, 2018.
2. The Commissioners thanked Chairman M. Reyes for his six years of dedicated service to the Affirmative Action Commission. M. Reyes hi-lighted that much more important work remains to close the gaps of under-representation by minorities within all departments of the City. He will remain an active volunteer to keep the needle moving in the right direction.

Old Business:

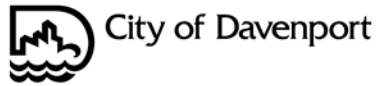
1. The Inclusion & Equity Plan for Equal Employment Opportunity 2018-2019 (formerly known as the Affirmative Action Plan for Equal Employment Opportunity) was discussed and Commissioners were advised to thoroughly peruse the document a final time and offer insights and comments to staff within the next week. The plan will be shared with senior leadership at the City, and then will be presented to the Mayor & City Council for their approval, most likely in March.
2. The candidate process was shared with respect to the police department. Currently 32 applicants are in the background investigation & polygraph phase. A more detailed analysis of the process will be presented at the March meeting.

Staff Reports:

1. Finance. The purchasing reports were shared by K. Keller.

Adjournment

The meeting was adjourned at 5:00 p.m.



AFFIRMATIVE ACTION COMMISSION

Minutes of March 22, 2018 Meeting

Commissioners Present: M. Shrikhande, B. Zelsdorf, C. Hester, J. Newton-Butt

Commissioners Absent: V. Kelly, S. Liddell, E. Johnson

Staff/Council present: S. VanDeWoestyne, M. Dickmann

Call to Order The meeting was called to order at 4:00 p.m. by M. Shrikhande.

Approval of Minutes: Minutes of the January meeting will be approved at the May meeting.

New Business:

1. No new business to report.

Old Business:

1. Staff presented the commissioners present a short power point presentation on the police officer qualifications, recruitment, and hiring process. Discussion followed.
2. M. Shrikhande led a discussion on how this commission could maximize their influence and impact change in our community. This is a conversation that will continue.

Adjournment

The meeting was adjourned at 5:00 p.m.