

**COMMISSION FOR WOMEN
MEETING MINUTES**

Wednesday, September 14th, 2016



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**REGULAR MEETING
WEDNESDAY, September 14th, 2016**

The Commission for Women convened for a regular meeting on Wednesday, September 14th, 2016 at Terrazas Library, 1105 E. Cesar Chavez, Rm. A, in Austin, Texas.

Secretary Thigpen called the Board Meeting to order at 12:01 p.m.

Commissioners in Attendance:

Rossana Barrios, Chair

LaKisha Thigpen, Secretary

Karen Temborius

Ana DeFrates

Kasha Gamble

Amanda Lewis

Sarah Tober

Flannery Bope

Commissioners Absent:

Barbara Fountain, Vice-Chair

Julia Cuba Lewis

Staff in Attendance:

Deanna Davidson, Human Resources Department

Sheila Balog, Human Resources Department

1. CITIZEN COMMUNICATION: GENERAL

None.

2. APPROVAL OF MINUTES

Minutes for the regular meeting of August 10th, 2016 were approved on Commissioner Lewis' motion and Commissioner Bope's second on a 7-0 vote. Chair Barrios was off the dais.

3. NEW BUSINESS

- a. Discussion and possible action regarding an update on the results of the City of Austin Equity Pay study.

Sheila Balog updated the Commission and informed them that the study was in the hands of a consultant and hoped results would be distributed to the public by mid-October. In response to Commissioner Tober's question regarding the study's target audience, Sheila informed the Commission that while the RFQ for the Equity Pay study was only focused on pay, the City was also conducting its annual Listening to the Workforce (LTW) survey which might provide the Commission another perspective on employee's workplace experiences.

- b. Discussion and possible action regarding an update on the interview process for the City Chief Equity Officer.

Sheila Balog updated the Commission and informed them that the new Chief Equity Officer had not been selected, but the selection should be finalized by the new fiscal year. Commissioner Bope updated the Commission on her experience during the interview process for the Chief Equity Officer.

- c. Discussion and possible action regarding updates from the Commission for Women's working groups.

The request to return meeting governance to Chair Barrios was motioned by Commissioner DeFrates and seconded by Commissioner Lewis, on an 8-0 vote.

Chair Barrios requested she be replaced by Commissioner Bope in the Workplace Culture working group. The request was approved on Commissioner DeFrates' motion and Commissioner Tober's second, on an 8-0 vote.

Commissioner DeFrates and Commissioner Lewis updated the Commission on the Rape Kits working group, including a debriefing of the media interview and requests to APD from Council regarding quarterly updates on the status of the rape kit backlog. Commissioner DeFrates emphasized that Council assured that the funding to reduce the backlog would not be pitted against other public service offerings (i.e. HIV testing funding vs. rape kit backlog funding).

4. FUTURE AGENDA ITEMS

- a. Discussion and possible action regarding updates on the Equity pay analysis and Listening to the Workforce (LTW) survey.
- b. Discussion and possible action regarding updates on the City Manager hiring process.

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- c. Discussion and possible action regarding updates on the Commission for Women's working groups.**
- d. Discussion and possible action regarding updates on the Women's Hall of Fame webpage.**

ADJOURNMENT

Chair Barrios adjourned the meeting at 1:02 pm on Commissioner Bope's motion, Commissioner Lewis' second, on an 8-0 vote.