

**COMMISSION FOR WOMEN
MEETING MINUTES**

WEDNESDAY, May 9th, 2018



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**REGULAR MEETING
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The Commission for Women convened for a regular meeting on Wednesday, May 9th, 2018 at the Austin History Center, 810 Guadalupe Street, in Austin, Texas.

Chair Tober called the Board Meeting to order at 12:06 p.m.

Commissioners in Attendance:

Julia Cuba Lewis
Linda Powers
Rossana Barrios, Secretary
Ana DeFrates
Amanda Lewis
Tanya Athar-Jogee, Vice-Chair
Flannery Bope
Sarah Tober, Chair
Rebecca Austen

Commissioners Absent:

Kasha Gamble

Vacancy:

District 5

Staff in Attendance:

Vicky Nguyen, Human Resources Department
Debbie Maynor, Human Resources Department

Guests Present:

Sheri Hicks

1. CITIZEN COMMUNICATION: GENERAL

None

2. APPROVAL OF MINUTES: APRIL 11TH, 2018

Motion to approve minutes: Commissioner Austen
Second: Commissioner Bope
Approved 7-0

3. OLD BUSINESS

a. Discussion and possible action regarding LaunchPad presentation by Krithika Shamanna.

Chair Tober will check back with Krithika in two or three months to see how the Commission can support her, and will include Commissioner Athar-Jogee because Krithika is within District 6. The Commission had previously advised her to keep the movement within the school district for now.

4. NEW BUSINESS

a. Election of new Commission officers.

The Commission officers are the Chair, Vice-Chair, and Secretary. Responsibilities for Chair and Vice-Chair include leading meetings, correspondence via email, and reporting duties; the Secretary are there to assist in the event the Chair and Vice-Chair cannot fulfill duties.

Motion to approve Commissioner Bope for Chair: Commissioner Tober
Second: Commissioner Athar-Jogee

Motion to approve Commissioner Austen for Vice-Chair: Commissioner Barrios
Second: Commissioner DeFrates

Motion to approve Commissioner Tober for Secretary: Commissioner Barrios
Second: Commissioner Bope

Approved 8-0. (Voted on a slate.)

b. Discussion and possible action regarding women's equity.

- i. Brion Oaks from the Office of Equity is expected to attend the June meeting. The Commission would like to see the gender equity lens added to reporting.
- ii. Commissioner Barrios currently sits on the Equity Action Team on behalf of the Commission, and extended the opportunity for someone else to serve. Vice-Chair Austen would like to join the planning team to replace Commissioner Barrios in representing the Commission.
- iii. There are a few items from the recommendation still in progress.
 1. CEDAW (Committee on the Elimination of Discrimination against Women) will be a long-term item that the Commission will continue to revisit.
 2. Merit review and performance-based pay are issues included in the Compensation study that is underway.
 3. Education of City employees on sexism, racism, and implicit bias has fallen back into Councilmember Alter's office, and Vice-Chair Austen will reach out to her office and the City's Human Resources Department to see if they need additional help from the Commission.

4. Last recommendation item regarding domestic violence, caretaker status, lactation, and family leave will be discussed in future meetings led by newly-elected Chair Bope and Vice-Chair Austen for future meetings.
- c. Discussion and possible action regarding sexual assault survivor treatment.**
- i. Commissioner DeFrates has been appointed to the DNA advisory group, which includes members from SAFE, ACLU, and more. The Quattrone Center for the Fair Administration of Justice has been hired by Travis County and the City of Austin to investigate where the systemic issues were that allowed the APD lab to reach the level of dysfunction that resulted in closure. Commissioner DeFrates made a recommendation to that group, on behalf of the Commission, to interview someone from the APD sexual assault investigations team because that group was not included on the interview list provided to Quattrone.
 - ii. Commissioner DeFrates referenced an article in the Austin American Statesmen regarding dismal prosecution rates in sexual assault cases and pointed out that the Commission's request for five additional sexual assault counselors was included. Various Council members are holding budget town hall meetings and Commissioner DeFrates encouraged Commissioners to attend the town halls, as civilians or as Commission members, to ask for the five positions to be included in the budget.
- d. Discussion and possible action regarding Women's Hall of Fame.**
- i. This event is to honor women who have broken barriers for women and girls. Commissioner Cuba-Lewis researched what other entities' Women's Hall of Fame objectives are and noted that the majority honor women who support women; this is different from the current Commission's event. The Commission is considering changing the event's language to incorporate both sentiments.
 - ii. Commissioner Cuba-Lewis also noticed that most Women's Hall of Fame events have categories and finalists. The Commission likes the idea of having categories and finalists instead of the system they currently have. They are also in support of having a working group to sort through the applicants to recommend the finalists. The Commission is open to working with other entities if they wanted to expand the scope of the event.
 - iii. Commissioner Cuba-Lewis will work on drafting language for the event's objective, and will work with Commissioner Barrios on developing a scoring matrix.
- e. Discussion and possible action regarding Child/Women sex trafficking.**
- Commissioner Lewis will reach out to Project SAFE to see if they can send someone to a future meeting. Commissioner Tober reached out to Andrea Sparks to inquire about a strategic plan the Commission can tap into; Ms. Sparks attended a meeting last year. Commissioner Tober also wants to reach out to someone in the Governor's office about programs related child sex trafficking.
- f. Discussion and possible action regarding hiring of key City leadership.**
- Interim Chief Brian Manley was selected as the final candidate for City of Austin Police Chief, and public input is welcomed. The next forum is May 17th. In the future, the

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Commission is interested in seeing how Austin Police Department handles recruitment and retention of female employees, and how they handle women's issues across the board.

5. FUTURE AGENDA ITEMS

- a. Discuss working groups for the upcoming year.**

ADJOURNMENT: Chair Tober adjourned the meeting at 1:08 p.m.

The City of Austin is committed to compliance with the American with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. Meeting locations are planned with wheelchair access. If requiring Sign Language Interpreters or alternative formats, please give notice at least 2 days (48 hours) before the meeting date. Please call Vicky Nguyen of the Human Resources Department at 512-974-3292, for additional information; TTY users route through Relay Texas at 711.

For more information on the Commission for Women, please contact Vicky Nguyen at 512-974-3292.