



JOINT INCLUSION COMMITTEE (JIC)
REGULAR MEETING MINUTES
WEDNESDAY, AUGUST 23rd, 2023

The JOINT INCLUSION COMMITTEE convened in a REGULAR meeting on
***WEDNESDAY, AUGUST 23rd, 2023, at CITY HALL, BOARDS & COMMISSIONS ROOM
#1101, 301 W 2ND STREET in AUSTIN, TEXAS.***

Chair AMANDA AFIFI called the JOINT INCLUSION COMMITTEE MEETING to
order at 3:04pm CST.

Commissioners in Attendance:

Hispanic/Latino Quality-of-Life-Resource Advisory Commission: Amanda Afifi (Chair)

Commissioners in Attendance Remotely:

African American Resource Advisory Commission: Serita Fontanesi

Asian American Quality-of-Life Advisory Commission: Nayer Sikder

Commission for Women: Julie Glasser

Commission on Aging: Richard Bondi

Commission on Immigrant Affairs: Miriam Dorantes

Early Childhood Council: Leonor Vargas

Human Rights Commission: Morgan Davis

Mayor's Committee for People with Disabilities: Jennifer Powell

Commissioners Absent:

LGBTQ+ Quality-of-Life Advisory Commission: VACANT

Staff in Attendance:

Equity Office, Business Process Consultant – Jeremy Garza

MEETING MINUTES

PUBLIC COMMUNICATION: GENERAL

The first ten speakers signed up prior to the meeting being called to order will each be allowed a three-minute allotment to address their concerns regarding items not posted on the agenda.

None.

APPROVAL OF MINUTES

1. Approve the minutes of the COMMITTEE's REGULAR MEETING on JULY 26th, 2023.

The minutes from the REGULAR meeting of JULY 26th, 2023 were approved on COMMISSIONER RICHARD BONDI's motion, COMMISSIONER JULIE GLASSER's second on a 9 – 0 vote.

DISCUSSION ITEM

2. Discussion on gathering questions for the City Manager's Office regarding the changes to the telework policy for city personnel; the hiring process for a new Director for the Office of Police Oversight, a new Chief Equity Officer, and the search for a new permanent city manager; and about the organizational changes the City Manager would like to make to the Equity Office, Civil Rights Office, Small & Minority Business Resources Department, Office of Sustainability, and the Resilience Office.

Hiring Question: What is the timeline to fill the vacant positions and those being held interim positions?

Hiring Question: Will there be community input or community participation in the hiring process or feedback?

Hiring Question: Do they envision a need to change or modify the posting for the vacant positions before starting the hiring process? Concern that reclassification slows down the process more.

Hiring Question: What will public communication look like throughout the process since these are such high-profile roles?

Telework Question: How will the city navigate accommodations that was offered with telework that now won't be offered with enforced in-person work.

Telework Question: The research on the benefits for people of color of having telework; what will the city do to provide more inclusivity for people of color without a robust telework policy?

Telework Question: Childcare and the financial impact on multiple levels on the employee for having to find new forms of childcare when telework is no longer an option for work for city personal?

Organizational Change Question: Why do you want to make these organizational changes to consolidate the Equity Office, Civil Rights Office, Small Minority Business Resources, Resilience Office, and Sustainability Office?

Organizational Change Question: When do they foresee the change would be made? Will the process be transparent to the public?

Organizational Change Question? What is the rationale? How has the rationale changed after the community input during the budget process on this issue?

Organizational Change Question: What will the transition look like?

Organizational Change Question: Other cities that have made this move, what have been the repercussions? What has the impact looked like?

Organizational Change Question: Is the intent to save the city money? Will the essence and intention and level of community engagement in each prospective office be lost by merging them together or into different departments? If this is not the intent, how will they ensure that essence of the work will not be lost?

Organizational Change Question: Will the vacant leadership positions be lost if the offices are reorganized, consolidated, or collapsed into other departments?

3. Discussion on the FY24 adopted Budget; the FY24 Boards & Commissions Report; the Joint Inclusion Budget Workshop; the FY25 Budget timeline; and the FY25 Budget Town Halls.

Reviewed upcoming joint inclusion budget workshop and FY25 "Quality-of-Life" budget town halls to be hosted (in accordance with TOMA compliance as established by the City Clerk) at the following dates and locations:

Joint Inclusion Budget Workshop: Saturday, September 9th, 2023 – from 11am to 1pm at the Permitting & Development Center, Room #1405, on 6310 Wilhelmina Delco Dr. Austin, TX 78752

JIC Budget Town Hall #1: Wednesday, October 18th, 2023 - for the public (Evening/Night-time Dinner Event, 6:30pm - 8:00pm) HOSTED IN PERSON at the Virginia L. Brown Recreation Center/St. John Branch Library at 7500 Blessing Ave, Austin, TX 78752; catered food provided, no registration required.

JIC Budget Town Hall #2: Tuesday, October 24th, 2023 - Budget Town Hall #2 for the public (Day-time/Lunch Event, 12:00 pm - 1:30 pm) HOSTED VIRTUALLY ONLY via Zoom, with required registration.

JIC Budget Town Hall #3: Saturday, November 4th, 2023 - Budget Town Hall #3 for the public (Weekend/Saturday Event, 11:00 am - 12:30 pm) HOSTED IN PERSON at the Wildflower Community Church at 1314 E Oltorf St, Austin, TX 78704; catered food provided, no registration required.

DISCUSSION AND ACTION ITEMS

4. Discussion and possible action on appointing a Vice-Chair of the Joint Inclusion Committee.

The motion to *appoint Commission on Aging primary representative, Richard Bondi, to the position of Vice-Chair for the Joint Inclusion Committee* was approved on COMMISSIONER JULIE GLASSER's motion, COMMISSIONER LEONOR VARGAS's second on a 9 – 0 vote.

5. Discussion on Age Friendly Action Plan that guides the overall work of the commission, and possible action on creating a new JIC workgroup to dedicated to creating a Joint Action Plan that will help identify and develop goals and priorities for the Committee.

Tabled to next month at the request of Commissioners. The staff liaison will share the *Age Action Friendly Plan* as reference.

6. Review and discuss the scope of all current working groups and possible action to update membership.

The motion to *appoint Commissioners Amanda Afifi, Morgan Davis, Serita Fontanesi, and community member Dillon Lowery to the Housing Workgroup, tasked with*

coordinating across JIC member commissions on issues related to housing, with a brief report on their findings with possible recommendations to City Council by the regular meeting in April 2024 was approved on COMMISSIONER RICHARD BONDI's motion, COMMISSIONER MIRIAM DORANTES's second on a 9 – 0 vote.

FUTURE AGENDA ITEMS

7. Call for items from Committee members:

Discussion on the Commission on Aging's "Age Friendly Action Plan" with possible action to establish workgroup on creating a Joint Inclusion Action Plan for the JIC. (Sponsored by Commissioner Richard Bondi)

Discussion and possible action to endorse and pass a joint recommendation from the Hispanic/Latino Quality-of-Life Resource Advisory Commission on the Interim City Manager's organizational change to strategic initiative offices within the City. (Sponsored by Commissioner Amanda Afifi)

Discussion the resignation of Chief Chacon and how APD could show up; ask the office of the community liaison to be present. (Sponsored by Commissioner Serita Fontanesi).

ADJOURNMENT

8. The meeting is adjourned at **4:35 pm** with no objection.

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The City of Austin is committed to compliance with the Americans 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. For additional information please call the Equity Office's Business Process Consultant at (512) 987-1797 or email at jeremy.garza@austintexas.gov. TTY users route through Relay Texas at 711.

For more information on the **Joint Inclusion Committee**, please contact Jeremy Garza via phone at (512) 987-1797 or (preferably) via email at jeremy.garza@austintexas.gov.

**JOINT INCLUSION COMMITTEE (JIC)
MEETING MINUTES**

AUGUST 23rd, 2023

****The minutes were approved at the Commission's REGULAR MEETING on September 27th, 2023 on COMMISSIONER BECKY AUSTIN's motion, COMMISSIONER JENNIFER POWELL's second on a 7 – 0 vote. (Absent: *Serita Fontanesi, Julie Glasser, and Amanda Afifi*)**