

**CITY OF NEWARK
DELAWARE
DIVERSITY AND INCLUSION COMMISSION MINUTES**

March 29, 2022

MEETING CONVENED: 7:03 p.m. GoToMeeting

MEMBERS PRESENT: Sasha Aber, Annalisa Ekbladh, Tamesha Garnett, Blaine Hackett, Patrick McCloskey

MEMBERS ABSENT: Marihelen Barrett, Jacob Higgins

STAFF: Tara Schiano, Legislative Coordinator/ City Secretary
Devan Hardin Chief Human Resources Officer
Master Corporal Will Smith
Lieutenant Andrew Rubin
Deputy Chief Kevin Feeney
Finance Director David Del Grande

1. CALL TO ORDER:

The meeting was called to order by Co-chair Tamesha Garnett, at 7:03 pm.

2. MOMENT OF SILENCE:

The Co-chair offered a moment of silence.

3. ROLL CALL

In attendance were Sasha Aber, Annalisa Ekbladh, Tamesha Garnett, Blaine Hackett, and Patrick McCloskey.

4. APPROVAL OF FEBRUARY 22, 2022 MINUTES

MOTION BY MS. ABER, SECONDED BY MS. EKBLADH: TO ACCEPT THE FEBRUARY 22, 2022 MINUTES AS RECEIVED.

MOTION PASSED. VOTE 5 to 0.

Aye – Aber, Ekbladh, Garnett, Hackett, McCloskey.

Nay – 0.

Absent – Barrett, Higgins.

5. APPROVAL OF AGENDA

MOTION BY MS. EKBLADH, SECONDED BY MR. MCCLOSKEY: TO APPROVE THE MARCH 29, 2022 AGENDA.

MOTION PASSED. VOTE 5 to 0.

Aye – Aber, Ekbladh, Garnett, Hackett, McCloskey.

Nay – 0.

Absent – Barrett, Higgins.

6. DISCUSSION: OLD/NEW BUSINESS

1. Newark Police Department (NPD) Demographics Discussion

Ms. Hardin introduced MC Smith, Lt. Rubin, and DC Feeney. Ms. Garnett asked if there were any questions regarding the demographics presented and there were none. She reminded that the topic from the previous meeting was the lack of diversity within the hiring practices or active police officers within the NPD. She noted that the Commission requested the demographics and analysis to determine why there was a lack of diversity.

Ms. Aber reminded that the previous discussion indicated there was a general lack of applicants for the NPD so while the Commission wanted a more diverse department, it did not seem that there were enough applicants to fill the force and she asked what measures could be taken. DC Feeney revealed that there were 170 applicants in 2016, 72 of which took the written test. He explained that NPD accepted applications during a specific period and HR followed up with applicants for proof of qualifications for NPD's minimum standards. Sometimes, applicants did not complete the entire process and were not invited to take the test which explained disparity between total applicants and tests taken. He continued that of the seventy-two applicants who took the test in 2016, 38 were classified as a minority status. He informed that the total number of applicants and those taking the written test had declined since 2016; the last test in January 2022 only had ten applicants present for the written exam. He suggested that weather could have been a factor because it snowed the night before but noted that from 2016 to January 2022, there were 775 applicants and only 187 took the written test, a third of which made up a minority status. Since 2016, NPD hired 18 Police Officers, seven of which were of a minority status. He confirmed that NPD agreed that steps could be taken attract a more diverse candidate pool. As a result, he and Lt. Rubin reviewed the written testing process to determine why a large number of the minority candidates failed and identified parts of the initial test where minority candidates were not succeeding. Staff explored other options and chose a new testing vendor and experienced huge success. He explained that NPD had used the vendor for three tests so far and only two or three applicants failed. He emphasized that the new vendor provided a much better testing system.

DC Feeney shared that MC Smith and Lt. Rubin were actively advertising NPD openings online and soliciting interests through social media to increase diversity in the applicants. He shared that NPD was also making the process easier for candidates travelling for more than one hundred miles in order to encourage a greater applicant pool. He shared that NPD recently went before Council and contracted with a third-party advertising company from the west coast that had clients in Fairfax County, Virginia and Norfolk, Virginia, and that would develop a brand for NPD, a recruiting-specific website, and conduct photography and videography shoots. He revealed that NPD intended to spend a substantial amount of funding in digital advertising with the new contractor to promote diversity. The contractor would meet with NPD representatives to promote the brand. He emphasized that the lack of diversity was not through lack of trying and declared that the interest in police jobs had dropped dramatically due to news and social factors; all departments were competing with a diverse applicant pool. He stated that interested minority applicants had their choice of positions because the City was competing with New Castle County Police and Delaware State Police which had a starting salary \$20,000 above what the City offered. He hoped the new vendor would be able to promote the City's other offers and strengthen the brand. He reiterated the need to increase the overall applicant pool.

DC Feeney introduced MC Smith, who had been NPD's main recruiter but was now back on patrol because of staffing gaps, to explain insight on recruiting efforts at job fairs and other avenues. MC Smith shared that he and Lt. Rubin had gotten more aggressive with NPD's strategy over the last year and met to determine new online recruitment tactics during COVID but did not have much success because it did not

seem as though many students were utilizing the Handshake Program. He confirmed that NPD continued to hold virtual job fairs with Delaware State University, University of Delaware, and any local universities, and also held in-person job fairs as restrictions lessened. He also attempted to branch out from the traditional job fairs with DSU, UD, and NOBLE (National Organization of Black Law Enforcement Executives) and into the Department of Labor's job fairs at Glasgow Park. He informed that NOBLE had its own job fairs and helped with recruitment and was one of several organizations for minority groups. He shared that NPD also tried to hire veterans. He continued that he participated in jobs fairs with the Department of Labor in Dover, Glasgow Park, and Wilmington, and created business cards with QR codes to allow younger generations to scan the card that would take them to the City's website application. He confessed that the trend was picked up by other agencies and lost some of its appeal.

DC Feeney added that NPD had no residency requirement and allowed recruitment from southern New Jersey and southeastern Pennsylvania, so officers did not have to immediately move. He reiterated that job fairs for law enforcement were not as exciting so there was less traffic at the tables, but he pointed that NPD's social media received a large number of applicants from northern New Jersey and New York. He shared that he reached out to every applicant to serve as the personal police contact but found that the City was one step behind, and choice applicants were further involved in the hiring process with another agency. He pointed that DSP offered more money, take home vehicles, and the chance to work at nine different troops, and revealed that New Castle County also offered take home vehicles. He emphasized the need to make the City more attractive to prospective applicants and more competitive against other agencies. He believed that more applicants would apply to NPD if it were clear how desirable it was to live and work in Newark. He explained that officers had the ability to see a complaint to completion and could meet with residents to follow up. He maintained that NPD officers were ingrained in the community with the ability to help people, walk Main Street, and participate in Parks events where children could fish with Police. There were two sides to being an officer and NPD tried to highlight the fact in its recruitment photos. NPD considered the profession a passion, not a job, but there was still lack of interest on a whole.

Ms. Garnett thanked DC Feeney. Ms. Aber admitted the wage disparity was significant and would likely hinder the City for years to come. She asked if there were plans to close the wage gap. DC Feeney agreed that the wage disparity between the City and DSP was huge, but NPD was much closer to New Castle County, UD, or Dover. He pointed that NPD's union was very active in discussions with City leaders to determine solutions with recruitment and retention because the issue was more than salary; it included take home cars, 12-hour shifts, and maternity leave. He reiterated that NPD wanted to showcase other benefits offered by the City to attract a wider range of officers. He revealed that the City had an expedited process for Certified Officers with the intent to attract officers from smaller agencies or those who were looking to try a new area. He informed that four of the seven active background investigations were for minority applicants so not only would NPD be able to hire a Certified Officer with a document history, but it would also be able to diversify its ranks. He stated the union recently settled its improved contract, but the other benefits were in discussions.

Mr. Hackett asked if NPD identified the areas of the test where the applicants were failing and if there were any mechanisms put into place to help prepare the applicants prior to testing. He understood that Pennsylvania had Act 120 where applicants prepared and underwent training so that agencies could hire successful trainees. He asked if the City had anything similar and wondered why the information given to the Commission did not breakdown the problem areas. DC Feeney explained that MC Smith and Lt. Rubin participated in a "How to Succeed in Our Process" seminar prior to changing the vendor; all applicants were welcomed to complete overview of the City's process from testing to the structural interview to personal experiences at the academy. He continued that not much information was sent with the previous testing and explained that the current vendor issued booklets to the applicants as preparation for the written test and packets for how to prepare for the structural interview. He explained that the test from the previous vendor included sections for reading comprehension, memorization, and a personality inventory. When he reviewed

the personality inventory, he did not understand how there were right or wrong answers but noted that the testing company developed an answer key. He revealed that the personality inventory was the point where many minority candidates failed; there were no wrong answers in one area, but the personality inventory triggered scores below the failure score. NPD immediately realized that the test was antiquated and reached out to the current vendor, PSI, and the issues were no longer present; NPD had much more input on how the tests were developed and scored. He reiterated that NPD identified and rectified the problem areas and confirmed that more communication was being provided to the students.

Mr. Hackett asked if DC Feeney was familiar with Act 120. DC Feeney confirmed and shared that NPD had a few Certified Officers currently in the process that were Act 120 but pointed that Delaware did not have any similar course. He clarified that Pennsylvania's Act 120 allowed individuals to participate in college courses to become a Certified Officer; the courses were self-funded and over a longer period of time and upon graduation, the individuals were Certified Police Officers. He reminded that Pennsylvania was much larger than Delaware and had more municipalities so municipalities would hire Act 120 graduates because they would not have to pay to put an applicant through the Police Academy. He explained that Act 120 was now the standard Pennsylvania, but Delaware had the Council on Police Training which identified the standards. Delaware officers attended one of six or seven standard academies, it was usually three, and were certified through the Council on Police Training.

Lt. Rubin continued that the short answer to Mr. Hackett's question was the Delaware had no provisions for an individual to put themselves through a police academy as Pennsylvania did but shared that Delaware Technical Community College, where he served as an adjunct instructor, had the Law Enforcement Option program (LEO). LEO allowed second year college students to participate in the same academic classes provided by the Police Academy in the Del Tech setting and taught by Council and Police Training Certified instructors. He pointed that the students received the same academic training, but they were not certified in anyway as a police officer. LEO provided students with insight as to what classes they would receive at the Police Academy. He shared that NPD had employed two or three of his former LEO students as Police Officers and revealed that NPD used his position as a recruitment tactic because he had taught the class since 2012. He reiterated that Act 120 was more like a Police Academy and was not allowed in Delaware as law.

Mr. Hackett asked for an update on the five interested candidates from his church and Lt. Rubin revealed that none of the candidates had applied. Mr. Hackett asked for the recruiting contact information. Lt. Rubin asked that he be the contact point and shared that the most recent How to Succeed seminar was held online and the recording was available for any interested individuals. He repeated DC Feeney's point that once candidates applied and were invited to test, then NPD issued them a preparation packet but admitted there was not much that could be done to help prepare someone for the written test. The test was basic general knowledge and was not specific to policing; there was nothing that NPD could teach the candidates in the weeks prior to application that would be of use. Mr. Hackett had further questions that he would pose offline.

Ms. Aber thanked the Officers for their efforts and was reassured by the measures taken by NPD to diversify the force. She asked if there was anything the Commission could do to aid in the efforts with salaries or force diversification. DC Feeney emphasized the need have people apply for the positions and asked that the Commission direct interested individuals to speak with the NPD. He shared that MC Smith was able to interest patrol officers in recruiting and they issued cards and were more than happy to discuss a career as a Newark Police Officer. He asked that the Commission speak to their Councilmembers. He revealed that Newark should be a place where individuals joined the force and remained through their careers; he did not want the agency to be a steppingstone to move to State or Federal agencies but admitted it was always a possibility. He continued that NPD wanted to emphasize that Newark was an attractive place to work, and the culture was family-like where staff were mutually respectful, there was no intimidation, and staff felt free to speak. He noted the Officers could interact with the community and have all of the success that surrounded

the career of a Police Officer. He agreed that the benefits of take-home vehicles and higher salaries were great, but the bottom line was that a person had to enjoy going to work and relations. He shared that one of the greatest aspects of NPD was the officers were one big family where everyone had a voice, and all were respected. He asked that the Commission get the word out. He added that the City Manager approved signing bonuses so any applicants who were Certified Officers would receive \$10,000 and uncertified applicants would receive \$5,000 payable after field training completion. He explained that Police Academy graduates completed 12 weeks of field training by riding with senior officers.

Mr. McCloskey asked how much the City had invested with the recruitment company. DC Feeney replied that the City spent \$150,000. Mr. McCloskey reminded that the Commission had discussed hiring qualified applicants across the board throughout all law enforcement agencies, and he wanted to highlight that the expenditure was a significant monetary investment to make for branding and recruiting with a focus on diversity and was an impressive step. He appreciated that the officers attended the meeting to acknowledge the struggle of recruiting diverse applicants and acknowledged their efforts to address the disparity. He wanted to follow-up in the future to assess the results.

DC Feeney shared that the City was willing to invest whatever it took to further recruitment efforts and create a diverse applicant pool. He credited Chief Tiernan and the City Administration for recognizing the potential dividends for the investment. Lt. Rubin agreed that \$150,000 was a large amount but he wanted the Commission to understand that the cost for NPD to hire and train a Police Officer was over \$100,000; the position differed from that of other City staff and from the time an applicant was hired to the point where they were useful to the NPD was over nine months. The applicants spent 6 months in the Academy and three months of field training while the City paid their salary and benefits the entire time. He shared that the cost factored with the cost of hiring in terms of background checks where an officer spent three weeks investigating an individual and not performing typical policing duties for the City. He emphasized that retention was also a concern and revealed that two officers left within the last three months; one was in service for three years and the other was in for ten years. He informed that the City had invested \$1.4 million in the officer who served 10 years between salary, benefits, and training.

Mr. McCloskey explained that the Commission was not criticizing NPD and wanted to know what steps were being taken. He explained that not everyone was aware of the issue and thanked the officers for explaining the issue and addressing the steps being made towards remedying the situation.

Ms. Garnett referred to the earlier statement that there were 170 applicants in 2016 and only seventy-two made it through to the test. She asked if the City's website listed the requirements and DC Feeney confirmed. She asked if the personality portion of the old test had been removed with the new test and DC Feeney said that it had been revamped into a better overall testing component. He pointed that the test makers understood the validity of the portion but managed it differently. Ms. Garnett referred to the provided documentation and asked what the yellow portion represented. DC Feeney replied that historically, NPD would open up specific hiring processes, so the first section was the year and the second was the hiring number or process and she was looking at applicant process 20-26. He explained that NPD now had a continual open hiring process so anyone could apply at any time. Previously, NPD would require applicants to apply within a specific period to be eligible for a future test; the period would then close, and the next period would begin months later. He revealed that NPD was transitioning to an online testing format to ease the process and shared that there were four major academies: Delaware State Police, New Castle County Police, Dover Police, and Wilmington Police who generally had spring and fall cycles. NPD wanted to remove itself from the competitive hiring cycle so not all agencies were competing for the same applicants.

Ms. Aber thanked DC Feeney for all of the information and thought the City was heading in the right direction. DC Feeney reiterated NPD's appreciation of the City's cooperation and emphasized the need to disseminate the information. He found that the Commission's format was an important key for the

constituency to learn about NPD's efforts.

Ms. Garnett asked if the recruitment agency would involve specific targeting to females or other groups of people. DC Feeney confirmed and stated that it was NPD's primary driver for choosing the company. He revealed that the company had a specific social media coordinator that would concentrate efforts towards demographics as directed by the NPD.

Ms. Aber asked if there had been any efforts towards recruiting high school students through college. DC Feeney shared that he held presentations in high schools and criminal justice classes and added that NPD's two school resource officers at Newark High School and Newark Charter constantly interacted with students and informed that NPD also gave presentations in driver education classes. He pointed that high school students were on the younger side because a person had to be 21 years old to become an officer but emphasized that NPD discussed the career with students in order to put police in a different light than what students saw on social media or experienced personally. He encouraged interested students to take English courses because of the importance of writing good reports.

6.2 PARENTAL LEAVE POLICY DISCUSSION

Ms. Schiano reminded the Commission that she had emailed them the presentation and then displayed it for the room. Ms. Hardin shared that City Manager Coleman asked that she bring the issue to the Commission for discussion and explained that under State law, if an employee had been with an employer for a year for a set number of hours, the employee was entitled to FMLA, either paid or unpaid. She continued that most people preferred to be paid and City practice was to allow parents to use their own sick leave, vacation time, and comp time in order to be paid. The City also allowed employees to alternate between paid and unpaid, and some employees preferred to take unpaid leave. She pointed that FMLA could also be used for health-related issues.

Ms. Hardin continued that an officer approached City staff about a paid parental leave policy where at the time that a child was born or placed into the home, employees would receive 12 weeks of paid leave without using time-off. She informed the State currently had the policy and the County was currently involved in putting a parental policy in place. She noted that Senator McBride was working towards a family leave policy for 2024 for a person to use FMLA for the birth of a child, to care for family member, or personal health reasons; the employer and employee would share contribution. She noted that the State's policy was paid 100% by the employer. She asked that the Commission discuss whether the City should pursue a policy and, if affirmative, provide a recommendation to Council. She explained that Mr. Coleman thought the issue would be a good start for the Commission to consider the inclusiveness of women and fathers. She explained that the burden was typically on the female to attend appointments using sick time and in the case of high-risk pregnancies where the time would be used before the birth. She believed that many places were heading towards similar policies and the City wanted to be family-friendly so that employees knew that they could have families and not leave their jobs because they ran out of time. She informed that one employee recently had a baby and would not return to work for daycare reasons. She noted that if employees wanted to have another child, they had to build up their leave bank once more. She asked the Commission if the issue were one that the City should pursue and reminded there would be some sort of mandate in 2024 for which the City would need to budget.

Ms. Ekbladh asked if the City would get to a threshold of employees in 2024 and be required to offer paid parental leave. Ms. Hardin confirmed and shared that SB-1 was underway to address family leave. She took part in an introductory webinar in March with Senator McBride and other representatives from Schirm. She believed the bill would move forward but pointed that a new department and budget would need to be created. The City would begin contributing in 2024 but the policy would be official in 2025. She emphasized the City's desire to attract good candidates and being a family-friendly employer could be a benefit. Ms.

Ekbladh asked if the family-leave bill would consume the parental leave bill. Ms. Hardin confirmed and reiterated that the current policy would be for paternity and maternity leave, but the Healthy Delaware Families Act would encompass parental, caregiving, and military leave. She reminded that the City had to provide FMLA as required by Federal law. She continued that the Act and the State's leave mirrored FMLA, so employees had to be employed for a year.

Ms. Aber asked if the City was looking to mimic what the State was offering. Ms. Hardin considered the State's policy as a model. Ms. Aber was supportive and asked if the City had the funds and if there was enough staff coverage to fill the temporary shortage. Ms. Hardin noted that shortages could hurt departments and require consultants; she admitted there would be costs associated. She shared that her experience with the City was that employees provided advance notice for leave, even though there was only a 30-day legal notice period and planned well in advance.

Mr. McCloskey asked if staff was looking for a recommendation that Council consider the proposal and Ms. Hardin confirmed. He asked if staff needed a formal recommendation in writing or if the Commission could vote on it. Ms. Schiano explained that she would present Council with a formal recommendation.

Mr. Hackett interjected that he preferred that the Commission take more time to review the issue and thought a vote was premature.

Lt. Rubin interjected that the Commission was reviewing two separate issues because the State of Delaware Policy was based on Title 29 of the Delaware Code which was State law and required that 12-weeks of paid parental leave was currently given to all State employees. The second issue was Senator Gay's bill, currently in front of the Legislature, which would go into effect in 2024/2025 which, as currently written, only provided 80% of an employee's salary up to a maximum of \$900 per week. He clarified the bill did not provide 100% coverage, unlike the State's currently policy for all State employees. He explained that as a recruiter for NPD, the City mainly competed with the State and County Police and pointed that County Executive Meyer indicated he would institute the 12-week paid parental leave for County employees so the City's two main competitors would offer 12-weeks of free parental leave and the City did not. He continued that from a recruiter's perspective, if he were trying to recruit a female applicant, the City would not be able to compete with the County or State's leave policy. He reiterated that a City officer had to use their own time to get paid for every single day that of absence which created a recruiting issue. He clarified that while parental leave also impacted males, females were subject to the pregnancy and if they used a significant amount of their available time to have a child, it would take three to five years to build up enough time to have another child and they would be unable to take vacation as desired. He wanted the City to be on par with the County and State.

Ms. Ekbladh thanked Lt. Rubin for the explanation and informed that she did not require more time to research the issue because it had already been debated in the State; City employees deserved the same benefit as State employees. She considered it a women's and civil rights issue. Mr. McCloskey agreed.

Ms. Aber asked for clarification regarding staff's request. Ms. Hardin explained that staff was looking for the Commission's endorsement to send the issue to Council for further consideration and implementation. Ms. Aber asked if the City had the resources. Mr. McCloskey replied that it was up to City Council to consider the funding before passing a vote; staff was asking the Commission to request that Council consider the policy. Ms. Aber fully supported the measure.

Ms. Ekbladh asked how to proceed, and Ms. Schiano said that the Commission could vote, and she would write the recommendation.

Ms. Garnett asked whether dependent care might be an issue for someone who might not be able

to return from leave and Ms. Hardin confirmed. Ms. Garnett asked if companies offered flexible spending accounts for dependent care and if it was a different issue. Ms. Hardin confirmed that it was a separate issue and was a personal choice for employees. She shared that the City offered a dependent care account through flexible spending where employees could sign up every year. The account was pre-tax and was given in each paycheck for up to \$5,000 a year to use towards daycare costs. She had floated the idea of an employee daycare that would be run by Parks & Recreation, but staff needed certain certifications for childcare and there were many liability issues. She admitted it might never happen but did believe that many employees would take advantage of the benefit and it could be a good recruiting tool for the City. Ms. Garnett wanted more time to investigate the document to determine if there were more recommendations that could be included in the motion.

Ms. Ekbladh summarized that the Commission was asking the City to adopt a policy that was consistent with the State's 12-weeks paid parental leave policy and the Family Leave Bill would add greater support in the future. She was unsure if the Commission should suggest anything above what the State currently had in place. She thought it would be easier to ask the City to be consistent with the State and County for paid parental leave.

Ms. Schiano introduced Mr. Del Grande. Mr. Del Grande confirmed that there would be a financial impact to the City but pointed that it was up to staff to work with Council to consider a path forward to determine what the financial impact would be based upon the recommendation that evening. He recognized that the City needed to budget for additional overtime or contractual assistance for potential staff shortages, particularly for Police, and staff needed to investigate the impact.

MOTION BY MR. MCCLOSKEY, SECONDED BY MS. ABER: THAT THE DIVERSITY AND INCLUSION COMMISSION RECOMMEND THAT THE NEWARK CITY COUNCIL CONSIDER IMPLEMENTING A PAID PARENTAL LEAVE PROGRAM.

Ms. Ekbladh asked if the policy should be consistent with the State's. Mr. McCloskey explained that he did not include the language because it should be up to Council to determine the terms and financial impact. He wanted Council to consider the program from an equity and inclusion standpoint first. Mr. Hackett abstained because he felt there should be more discussion. Ms. Ekbladh preferred to adopt the State's policy. Mr. McCloskey amended the motion.

MOTION BY MR. MCCLOSKEY, SECONDED BY MS. EKBLADH: THAT THE DIVERSITY AND INCLUSION COMMISSION RECOMMEND THAT THE NEWARK CITY COUNCIL CONSIDER IMPLEMENTING A PAID PARENTAL LEAVE PROGRAM CONSISTENT WITH THE STATE OF DELAWARE'S CURRENT PROGRAM.

MOTION PASSED. VOTE 3 TO 0.

Aye – McCloskey, Aber, Ekbladh.

Nay – 0.

Absent – Hackett, Garnett.

7. PUBLIC COMMENT

Ms. Hardin met with Vicki Daniels, UD's new Chief Supplier Diversity Officer, who asked about the City's diversity and inclusion efforts and learned about the meeting that week. Ms. Hardin felt that the Commission and Ms. Daniels could benefit each other.

Ms. Daniels began at UD in December and was from New York State. Her previous position was at

the New York Power Authority where she managed the Supplier Diversity Program. She had also worked for the State and was an JD lawyer and had audited the State's 101 programs. She was also the HR hiring process manager in for the City of Chicago; the City was under court order regarding its hiring process, promotions, and transfers. She also worked with the Fire Department on its testing. She emphasized that she had a broad range of experience in diversity, equity, and inclusion and was excited to be at the University.

The Commission welcomed Ms. Daniels who said that was looking for an opportunity to collaborate with the Commission to help with the Supply Diversity Program throughout the State. Her goal was to spread inclusion and engagement all over and admitted that the State's availability was not as much as she had hoped. She was working on a Supply Diversity Summit for the first week in August where she would invite contacts to discuss best practices in Supply Diversity and suppliers to discuss business how to do business with them. She was also working on a three-year plan for the University.

Ms. Ekbladh asked for clarification on supply diversity. Ms. Daniels explained that most people considered the HR relationship between employer and employee when discussing diversity, equity, and inclusion. Her goal was contracting with businesses and how to offer goods and services from different ethnicities to promote diversity in the supply chain.

Ms. Aber welcomed Ms. Daniels and shared that she would often hear discussions regarding how to integrate the City and the University. Ms. Daniels hoped to be able to collaborate with the community and suppliers to teach businesses how to bid on projects and various aspects of rapidly changing environments.

Ms. Hardin thanked Ms. Daniels and looked forward to the partnership. She thanked Ms. Aber for the invitation for the Diverse Workshop and said that she had signed up.

8. DISCUSSION OF DATE OF NEXT MEETING

Tuesday, April 26th.

9. ADJOURNMENT

The meeting was adjourned at 8:31 p.m.

Tara Schiano
Director of Legislative Services/ City Secretary

/nls