

DUBLIN COMMUNITY TASK FORCE
Economics & Infrastructure Subcommittee
Tuesday, December 29, 2020
Minutes of Meeting

Ms. Mariea called to order at 10:01 a.m.

Members present were: Ms. Bridgette Mariea, Ms. Erica Adams, Mr. Isao Shoji

Staff members present were: Mr. McKee, Ms. Puranik, Mr. Rayburn, Mr. Dearth

Ms. Mariea provided an overview of the meeting agenda.

Introductions

Ms. Mariea opened the discussion of introducing the subcommittee members.

Ms. Mariea is a partner at Roto, a business in Dublin. Ms. Mariea said she is interested in increasing diversity in the workforce and retaining a diverse workforce. Ms. Mariea added that there is room for improvement as it relates diversity and the selection of business suppliers and vendors. Ms. Mariea supports increasing diversity of race and income within the City of Dublin.

Ms. Adams works in the healthcare and medical device industry. Ms. Adams supports opportunities for expanding diversity in three areas: subcontractors, minority-owned businesses, and employment support for individuals re-entering the workforce after serving a prison term.

Mr. Shoji is a business owner in the wealth management industry. Mr. Shoji supports expanding the talent pool in his industry. Mr. Shoji added that he supports expanding housing diversity within the City of Dublin. Mr. Shoji also supports expanding mobility options and improving public transportation for the community.

Discussion of Steps to Meet the Goals and Objectives

Ms. Mariea opened the discussion of the goals and objectives for the subcommittee. Ms. Mariea asked the Subcommittee for proposed goals and objectives.

Ms. Adams proposed goals and objectives in four areas:

1. Increase access to minority-owned subcontractors
2. Support individuals re-entering the workforce
3. Expand mobility options
4. Diversify housing stock

Ms. Mariea agreed with Ms. Adams and suggested that the Subcommittee work with Dublin's Division of Economic Development to identify resources and a roadmap for

Dublin businesses to further diversity, inclusion, social equity at the workplace. Ms. Mariea cited the City of Dublin's FitBiz corporate wellness program as a model.

Mr. Shoji agreed with Ms. Mariea and emphasized expanding diversity at the workplace in collaboration with the City's Division of Economic Development.

Ms. Mariea asked the Subcommittee for agreement to prioritize diversity in the workforce as a focus of the Subcommittee. Ms. Adams and Mr. Shoji agreed.

Ms. Mariea asked to hear from the City's Economic Development as a first step. Ms. Mariea requested for a memo from Economic Development on what is currently ongoing for diversity, equity and inclusion. Ms. Mariea added that the Subcommittee could work with the Division of Economic Development.

The Subcommittee came to a consensus on three objectives.

1. Expand workplace diversity specific to employees
2. Increase opportunities for minority-owned businesses, vendors and subcontractors
3. Explore how the City can be a resource for fostering more diversity, equity and inclusion at the workplace

Mr. Shoji said he would like to hear from the City's Economic Development on challenges and opportunities relating to workforce diversity.

Ms. Mariea asked about the efforts made by the City of Dublin to develop a more diverse city workforce. Mr. Shoji suggested that the Subcommittee request an update on data and statistics of city staff. Ms. Puranik said Mr. Homer Rogers, Assistant City Manager/Chief Strategy and Innovation Officer, could provide an update to the Community Task Force.

Ms. Mariea and Ms. Adams reiterated the City's role to provide a platform of resources to Dublin businesses with the intent to foster more diversity, equity and inclusion within the workforce.

Discussion of the Purpose of the Subcommittee

Ms. Adams provided a summary of the three objectives that the Subcommittee discussed. These include:

1. Expand workplace diversity specific to employees
2. Increase opportunities for minority-owned businesses, vendors and subcontractors
3. Explore how the City can be a resource for fostering more diversity, equity and inclusion at the workplace

Mr. Shoji and Ms. Mariea agreed. Ms. Mariea added that workforce retention and support for low-skilled workers as part of the objectives. Mr. Shoji suggested that the Subcommittee have a conversation with Economic Development staff with regards to the City's vision and plan for workforce development. Ms. Mariea and Ms. Adams concurred.

Mr. Rayburn asked for clarification on whether the Subcommittee would like a guest speaker from Economic Development or a memo. Ms. Mariea said the Subcommittee would like a memo first and then schedule a guest speaker from Economic Development for discussion. Ms. Adams and Mr. Shoji concurred.

Assignment of Tasks and Deadlines

Ms. Mariea asked the subcommittee for tasks to complete before the next meeting. The Subcommittee came to a consensus on the following:

1. Review the posts from the Subcommittee members in Microsoft Teams
2. Reach out to Mr. Homer Rogers to provide an update to the Community Task Force
3. Request a memo from the Division of Economic Development

Upcoming Meetings

Ms. Mariea asked the Subcommittee about scheduling the next meeting. Tuesday January 12, 11am-12pm

Adjournment

Mr. Shoji moved to adjourn.

Ms. Adams seconded.

Motion carried.

Meeting adjourned at 10:54 a.m.