



City of Pflugerville

Minutes - Final

Equity Commission

Monday, March 8, 2021

6:30 PM

1008 W. Pfluger Street, Pflugerville, TX

Regular Meeting (Telephone/Video Conference)

NOTICE IS HEREBY GIVEN in accordance with order of the Office of the Governor issued

March 16, 2020, the Equity Commission will conduct this Meeting by telephone/video conference in order to advance the public health goal of limiting face-to-face meetings to slow

the spread of the COVID-19. There will be no public access to the location described above.

This Meeting Agenda, and the Agenda Packet, are posted online at <https://pflugerville.legistar.com>

This telephonic/video meeting will be hosted through WebEx. Meeting Public

URL:[https://pflugervilletx.webex.com/pflugervilletx/onstage/g.php?](https://pflugervilletx.webex.com/pflugervilletx/onstage/g.php?MTID=e42d6745c2e163f50017493386e6b1ee1)

MTID=e42d6745c2e163f50017493386e6b1ee1

Meeting Number / Code: 187 853 2592

Dial-in Number: +1-408-418-9388 (US toll)

Citizens Communication will only be allowed via telephone/video conference. All speakers

must register to speak at least 2 hours in advance of the meeting. All comments will occur at

the beginning of the meeting under the Citizens Communication item. Speakers must call in at

least 15 minutes prior to the meeting start in order to speak. Written comments may also be

submitted 2 hours in advance of the meeting.

To register to speak or to submit written comments, please email

JenniferC@pflugervilletx.gov at least 2 hours in advance of the meeting. A recording of the

telephone/video meeting will be made, and will be available to the public upon written request.

Equity Commission Members:**James Matlock - Chair****Shawn Douglas - Vice-Chair****Autumn Arnett - Secretary****Donald Scott II****Amy Hart****Elizabeth Guillory-Medina****Daisy Delgado Castillo****1. Call to Order**

Present: James Matlock, Chair; Shawn Douglas, Vice-Chair; Autumn Arnett, Secretary; Daisy Delgado Castillo; Elizabeth Guillory Medina; Amy Hart; Donald Scott, II

City Staff: Sereniah Breland, City Manager; Trey Fletcher, Assistant City Manager; Jennifer Griswold, Library Director

Attendees: Youth Advisory Council, Karen Thompson, City Secretary

Chair Matlock called the meeting to order at 6:36 p.m.

2. Citizens Communication

In accordance with the Texas Attorney General's Opinion, any public comment that is made on an item that is not on the published final agenda will only be heard by the Equity Commission.

No formal action, discussion, deliberation, or comment will be made.

City Secretary Karen Thompson explained the purpose of the Youth Advisory Council (YAC) and their observation of the meeting.

3. Approval of Minutes

- 3A.** [2021-0243](#) Approval of the February 22, 2021 minutes.
Jennifer Griswold, Library Director

Chair Matlock called for a motion to approve the minutes. Ms. Hart motioned to approve, Vice-Chair Douglas seconded. Minutes approved by acclamation.

4. Discuss and Consider Action

- 4A.** [2021-0244](#) A Message Before the Mission: A Look at How to Best Work Together
Facilitated by Pamela Benson Owens

Ms. Benson Owens explained the process for the plan in moving towards a Mission statement. She reminded Commission members of the questions from the previous session that she had asked the commission to answer. She

explained that she took those responses to create three draft statements.

Draft statements:

#1- The mission of the Equity Commission of Pflugerville is to support diversity, achieve equity, and foster inclusion for every member of the community. The Commission will work to critically and mindfully consider intersections among all citizen groups, facilitate learning, understanding, and equity while leveraging data to identify and address ongoing barriers within local processes and systems.

#2-The mission of the Equity Commission of Pflugerville is to make ongoing recommendations to city leadership on policies, systems, programs and initiatives that identify and eliminate racism, bias, and discrimination and to measure, promote, and increase diversity, equity, and inclusion for the citizens of Pflugerville at large.

#3-The mission of the Equity Commission of Pflugerville is to facilitate discussion and analysis of issues of diversity, equity, and inclusion for the city of Pflugerville. The Equity Commission is committed to curating, developing and implementing educational and social initiatives that reflect the city's commitment to all stakeholders and its pledge to create, monitor and maintain a community for all regardless of race, color, religion, sex, sexual orientation, age, national or ethnic origin, physical or mental disability, marital or veteran status, etc.

Ms. Benson Owens then allowed the Commission time to go over the drafts before proceeding. Ms. Benson Owens asked the Commission to consider the "Pillars" that they had indicated in the homework and asked if any needed to be included in the mission statement.

Secretary Arnett stated that she remembered from a previous session that the Commission would leave programing to other groups. She asked for clarification on that. Ms. Benson Owens said she was not privy to that information but that this language appeared a lot in the homework and feedback. She asked if they wanted to stop and take a second to explore that, or walk through the mission and come back to the pillars later.

Secretary Arnett said she was OK with either approach but felt it may be more productive to focus on the mission first. She also stated she was trying to clarify whether other decisions had been made in the meeting she missed, or if this was just an aggregation of all of the responses.

Ms. Benson Owens yielded the floor to Chair Matlock. Chair Matlock stated that he thought they had mentioned areas the city had more control over and how they would implement the actions of the committee. Secretary Arnett stated that she recalled in one of the first meetings when the commission was speaking about areas to focus on, that they had decided not to focus on programs because other organizations were already working on them. She asked that they clarify the scope. Chair Matlock said he remembered the conversation but did not remember it being all encompassing, to eliminate working with programs.

The Pillars are:

The Equity Commission will accomplish this by actively working on the following pillars:

- Social Justice
- Governmental oversight
- Education
- Economic Empowerment
- Health and Wellness
- Mentoring/Advocacy Programs
- Incentives Programs

Ms. Benson Owens told the group they could lift some of the wording and use it in the draft mission statements if they felt it would be of benefit.

Ms. Hart stated that something about governmental oversight could be included in the mission since it does deal with policy. She further stated she saw the word monitor on one of the mission statements and presumed it was the same thing because the Commission can make suggestions to the government based on data and other tools, but will also follow-up. It may not always be the case and a future council may not be aware of the commission's role.

Secretary Arnett said she liked number two because of the action orientation and would like to add leveraging data to whichever they choose.

Chair Matlock agreed and suggested adding governmental oversight and economic empowerment. Secretary Arnett said she liked the things Chair Matlock had said and would like to flesh out what economic empowerment looks like for the Commission. She said that may be a conversation for a later date. Vice-Chair Douglas said he felt that was a pillar conversation and not a mission conversation. He further stated that one of the things he liked about number two was that it was uncomplicated and direct.

Ms. Benson Owens said there were two comments about the second mission on the table, one is about leveraging data and the other about economic empowerment which was moved over from the pillars. Ms. Hart suggested adding monitor to suggest they will follow-up and gives some accountability for the community.

Ms. Benson Owens and the Commission made the following changes to the mission:

#2-The mission of the Equity Commission of Pflugerville is to leverage data to make ongoing recommendations and monitor city leadership on policies, systems, programs and initiatives that identify and eliminate racism, bias, and discrimination and to measure, promote, and increase diversity, equity, and inclusion, for the removal of barriers to foster an inclusive environment for everyone in Pflugerville (economic empowerment).

Secretary Arnett asked what the Commission's level of authority was that would make the city and council listen to their recommendations. Chair Matlock stated that right now there is nothing that states the city and council has to listen to the Commission. He further stated that they are putting together their wish-list and want to let the city know how they feel but that the city and council are under no obligation. Ms. Hart stated that she felt it was important to

let everyone know they would be following-up. Chair Matlock agreed.

Ms. Benson Owens encouraged them to think about the name of the group. She stated in most places an Equity Commission does have a degree of power and what this group is discussing is more of a task force. Ms. Benson Owens then asked the group to take a deeper look at the number two mission statement for anything that is deeply missing or anything that needs to be omitted.

Vice-Chair Douglas said the mission is broad enough that it would allow them to change course of action down the road and he asked everyone keep that in mind.

Dr. Medina said she was fighting the urge to make it lengthier but wanted it to be as comprehensive as possible. She further stated she thought that some language about barriers was imperative.

Vice-Chair Douglas asked if that and economic empowerment was not already included in the statement.

Chair Matlock suggested it be highlighted because of the disparity in that area. He further stated that he would comply with the group on this.

Ms. Hart stated that she liked the phrase "removal of barriers" because it is addressing things that already exist and not just looking for things that may come up.

Ms. Castillo said she felt the previous line already addressed the removal of barriers and that it might seem redundant.

Ms. Benson Owens stated that it's possible to increase diversity without removing barriers. Theoretically, systemically and statistically. She says it addresses one part of the work but not the other.

Vice-Chair Douglas said the previous sentence "identify and eliminate racism, bias and discrimination" addresses that and that he is in agreement with Ms. Castillo.

Secretary Arnett stated maybe on some of these things they can commit to working with other groups on such as economic empowerment. She stated it made her think about the Black Business Builders. Maybe some of the mission is working with groups that are already tackling some of the problems.

Chair Matlock stated that his focus, first and foremost is working with the City, not other groups. He further stated it was to work with the City and make these changes within the City. For example, every entity has Small and Minority Business Resource (SMBR) goals that they follow and they have low participation. He stated that they have to go beyond that and create some level of equity. He further stated that while the focus was to work with the city, it did not eliminate working with other groups.

Secretary Arnett asked Chair Matlock if by "economic empowerment" he meant looking at city contracts and making sure they were diverse, or by individual.

Chair Matlock stated that it was both. That it means creating a footprint for small, minority owned business to get city contracts who would then hire locally, it helps the business but also the individual. He further stated that that was just one methodology under that pillar.

Ms. Benson Owens then asked the group to consider the Vision based on the last part of the feedback. She asked the group to remember that this is aspirational and inspirational. She asked they give their perspective on what is missing or how to rearrange this, then talk about how this vision is in line with or not in line with the number two mission statement that they have been working on.

The vision statement read:

Our vision is to create, develop and nurture a community that is inclusive and where everyone can reach their full potential.

Chair Matlock suggested having the term equitable somewhere in the statement because being inclusive does not necessarily mean being equitable.

Vice-Chair Douglas said he liked the statement and agreed with the inclusion of the word equitable.

Dr. Medina and Ms. Castillo both said they liked it. Ms. Castillo suggested having it focus more on Pflugerville. She suggested changing everyone to every citizen or every Pflugervillian. Secretary Arnett stated she felt the word citizen sounded too political and preferred every Pflugervillian. Ms. Benson Owens asked if there were any words they needed to strengthen.

Vice-Chair Douglas said they could add the word empowerment to this statement. Ms. Hart said she like the phrase “empowered to reach their full potential.”

The revised vision read:

Our vision is to create, develop and nurture a community that is inclusive, equitable and where everyone is empowered to reach their full potential.

The Commission then went over the mission statement again with the vision in mind to make sure they were consistent.

Mr. Scott pointed out an area of redundancy in the statement. The Commission then cleaned up the statement and rearranged the sentence about leveraging data so that the flow was more understandable.

Chair Matlock said he would concede on economic empowerment in the mission statement if they are capturing it in the associate pillars and/ or vision. He further stated he wants to work in the best interest of the Commission.

The vision and mission by the end of the night read:

Mission

#2-The mission of the Equity Commission of Pflugerville is to leverage data to make ongoing recommendations and monitor city leadership on policies,

systems, programs and initiatives that identify and eliminate racism, bias, and discrimination and to measure, promote, and increase diversity, equity, and inclusion.

Vision

Our vision is to create, develop and nurture a community that is inclusive, equitable and where everyone is empowered to reach their full potential.

Ms. Benson Owens stated that she would send this out to the group and give them until Friday to weigh in on the Mission and Vision.

Chair Matlock asked if they should be thinking about what they would like to see, as it relates to their own thoughts on how they want this Commission to work, to see if they are aligned with the mission. Ms. Benson Owens said the two questions she gave previously, set the foundation.

Ms. Benson Owens asked those who did not see the questions to look at them. The next part of the process is “how will we achieve those goals.” She further stated there were a few things they needed to drill down on.

She will send out the next set of questions on Tuesday. She cautioned the Commission to give thought to those questions and be prepared for the next meeting.

Chair Matlock asked Ms. Griswold to send out the information and link to the google drive. Ms. Benson Owens said she would ask Ms. Griswold to send the mission statement and vision.

Ms. Griswold said she would.

5. Future Agenda Items

5A. [2021-0245](#)

Upcoming Agenda Items James Matlock, Chair

Racial profiling report

People and Culture (Human Resources) questions

Chief of Police search

Vice-Chair Douglas asked what the process looked like for hiring a new Chief.

City Manager Breland said they will go through a national search and the conversation of equity is already a part of that. The Commission may provide input on what it is they are looking for.

Chair Matlock said he hoped the Commission can build a relationship with the PD and new Chief.

Vice-Chair Douglas mentioned the link to the Racial Profiling Report. Chair Matlock asked Ms. Griswold to include it in the meeting notes. The link is below.

<https://police.pflugervilletx.gov/reports-records/racial-profiling-data-report>

6. Adjourn

Chair Matlock adjourned the meeting at 7:39 p.m.

Respectfully submitted,

Jennifer Griswold, Library Director

Approved as submitted on March 22, 2021