City of Pflugerville

Minutes - Final

Equity Commission

Monday, April 26, 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?MTID=ef29c3085a4d68d64eb4034376a9e40a7
Meeting Number / Code: 187 813 1667
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

Chair Matlock called the meeting to order at 6:32 p.m.

Present James Matlock – Chair, Shawn Douglas - Vice-Chair, Donald Scott II, Daisy Delgado Castillo

Amy Hart joined at 6:38 pm; Dr. Elizabeth Guillory-Medina joined at 7:15 pm

Absent: Autumn Arnett – Secretary

City staff: Sereniah Breland, City Manager; Trey Fletcher, Trista Evans, Deputy City Secretary; Deputy City Manager, Trey Fletcher; Jennifer Griswold, Library Director

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.

None

3. Approval of Minutes

3A. 2021-0422 Approval of the April 12, 2021 minutes (approx. 5 min.)
Jennifer Griswold, Library Director

Chair Matlock called for a motion to approve the minutes. Vice-Chair Douglas moved; Ms. Castillo seconded. Minutes approved by acclamation.

4. Discuss and Consider Action

4A. 2021-0425 Stakeholders
Group discussion, comments, suggestions and concerns, of report from the facilitators, and consider action.
James Matlock, Chair

Chair Matlock read the list of stakeholders from the document compiled by the

consultants. Chair Matlock asked if there were any additions that needed to be made to the list of stakeholders.

Ms. Castillo asked if PfISD would also encompass charter schools. Chair Matlock replied that it was possible.

Chair Matlock asked for a motion to approved the stakeholders. Ms. Castillo pointed out there was a comment in the chat. Chair Matlock read the comment from Mr. Scott, II.

The comment was as follows:

I've added a few comments in the word document but he doesn't remember seeing anything about ensuring that a department or set of individuals who were selected to be held accountable for equitable actions.

Chair Matlock stated he understood the questions but was unsure how it related to stakeholders.

Mr. Scott, II said it was relative to the entire document and whether there is any comment inside the document about someone being identified as being accountable for any equitable activity. He further stated he did not recall seeing any identification or concept of ensuring that someone would be accountable.

Chair Matlock said he understood but was unsure how it would be executed. He asked Mr. Scott, II to elaborate.

Mr. Scott stated that if the Commission was going to be focused on Equity but if the Commission does not have the power to established some governing body, somebody needs to be able to do that on their behalf and if they recommend a change, someone needs to be identified and held accountable.

Vice-Chair Douglas stated that it was his recollection that the Commission would make recommendations to the City Council and that might be the only mechanism they have right now but it should be included in the document. The stakeholders are not within their purview but at some point, it needs to be talked about and included. For example, PfISD is not in their purview or under the Pflugerville City Government. But maybe in another section they can address that in another part of the document when they talk about executables and actions.

Chair Matlock stated that stakeholders are not people who report to the Commission or that they have authority over but that who have some input or are affected by our processes. He further stated that he saw PfISD as a partner, working with the Commission, but not the Commission having influence on how they run PfISD. But they would be stakeholders where the Commission could partner with them on certain educational needs.

Chair Matlock further said that when they look at stakeholders it is groups they can partner with. Outside of the ones that directly report under the city infrastructure, they are all partners. As it relates to accountability, his initial thought is we are providing recommendations to City Council and will present after they finish the Mission, Goals and Values and the current exercise, but it

is the goal that the Commission will provide structure and recommendations to Council for change, and unless the Council directly provides the Commission with the power or authority, or they execute on the recommendation of the Commission, their only holding of accountability is to document the Commission's response on specific issues and then hold people accountable on election day.

Chair Matlock asked for the City Manager or Deputy City Manager to add to that.

City Manager Breland stated that Chair Matlock was accurate in his explanation on accountability and that on all issues that city officials face, the electorate holds them accountable.

Mr. Scott stated he thought it was excellent that the electorate should hold people accountable, however, he was not sure of what the voting population is in Pflugerville, so the Commission is going to require the electorate to hold people accountable, that is likely to not lead to actual accountability. So, the Commission can enforce accountability. So, if the Commission is going to make a recommendation to City Council, is it going to be written down that City Council is responsible and accountable for making changes. If they do not have the power to make a change, but can only make a recommendation, then we need to know who is accountable.

Chair Matlock agreed and said he thought that City Council can make a change, that they have that power and that authority but that the Commission did not have that level of authority and the only thing they can do is document their recommendations.

Chair Matlock asked for clarification if he is misunderstanding. He stated it was his understanding that they document what they do agree to and what they disagree to, and if they feel very strongly that they get it on the Council agenda and talk about those things whether policy, process or acts or whatever is being voted on at the time and hopefully the Council will listen to the arguments and act and respond accordingly.

Mr. Scott stated he appreciated the concept but wanted to know how they can eliminate the concept of hope that someone would listen. He would like to see it written that they expect and desire that if there is a investment in equity and the Commission makes a recommendation and it is equitable or it is talking about something that is inequitable that it will be changed because it is written somewhere that when the Commission makes a statement, that somebody is responsible to make that change. If they are going to submit a document, he would like the debate to be presented on what accountability looks like.

Vice-Chair Douglas stated that he thought they all want that but he thinks there are limitations on what Commissions can do and to a certain extent they are all making focused recommendations. He would like to know if the recommendations would make any impact. He further stated he would like to know what they can and cannot do so they can focus their efforts on what they can do versus what they cannot.

Chair Matlock said that that was an excellent point and asked Sereniah and Trey to step in to explain a little more what the limits of authority are because while he agreed with Mr. Scott, it would give them as much authority or more as an elected official.

Deputy City Manager Fletcher stated that what he is hearing that there is a request that the findings and recommendations of the Commission have teeth, but as a policy recommending body it is up to the elected officials to codify or implement the actions necessary to improve upon those findings. He further stated that regarding recommendations and accountability for elected officials, City Manager Breland spoke to that. Regarding staff and employees, it is up to the management team to define employee behaviors through the employee handbook of expectations. In making sure there is compliance in purchasing and whatever else is recommended for adoption that correlates to this report.

Chair Matlock addressed Mr. Scott and said he wanted to add it to the document and further asked him how they should word the statement.

Mr. Scott said he thought something should be well written and state permanently agreeing that people who have the authority to make changes, will make changes. Otherwise, we are wasting our breath. What we are recommending are equitable actions, in a lovely town that happens to be in the United States during a time where a lot of people are upset. So, my energy comes from having spoken to others about what we as a group are doing to make change, and I as an individual, do not have power to change anything, inside Pflugerville, but I do have the power to ask for a way to open the gate so that people must think about the way we have been operating thus far. I want to find a way to ensure we make a change that is substantive.

Chair Matlock said he understood and they can put it in the document but in all honesty, he did not think any elected official would relinquish their voting authority to the group.

Mr. Scott clarified he was not trying to take anything away from anyone, he simply wants the document to say somewhere that the City Council does expect to be held accountable by the Equity Commission. Because the reason we are talking about it is because inequality exists. So if the City Council agrees they are the responsible party for equity. And if there is a recommendation made by the Commission, based on fact, that something is inequitable, then there should be an opportunity for some sort of recourse. Some process, probably a new process but if we are going to elevate the conversation, we will have to cross boundaries they may have been artificially drawn.

Chair Matlock suggested that the conversation will take some time but that he would like the Commission to put their thoughts on paper and they can vote on that statement prior to voting on the document.

Mr. Scott said he did not want to be a bottle neck and he just wants something in the document there needs to be an articulated statement saying they plan on holding people accountable and defining who those people are.

Ms. Hart said she though it was a good idea to have something that stated their expectations were to be taken seriously and consideration will be given. Perhaps we should include some actions that the Commission will take if they are not taken seriously. Such as notifying stakeholders, the press, political

groups, and others that are vested in this.

Chair Matlock said he was all for putting in a statement on accountability and he would like to add that as a homework item. So that everyone will have an opportunity to document their thoughts prior to the next meeting.

Chair Matlock went back to the agenda item on stakeholders and asked if there was a motion to approve the stakeholders as identified on the document.

Mr. Scott said he thinks it is fine but asked what they planned to do with the document. Vice-Chair Douglas stated that he thought it was the deliverables they had agreed to with the consultants. Chair Matlock suggested it serve as the foundation to build the Commission charter on to be presented to the Council. Based on the document they would identify different needs to be addressed and sub-committees to work on those.

Vice Chair Douglas moved to approve the stakeholders.

Vice-Chair Douglas voted yes; Amy Hart, yes; Donald Scott, II, yes; Daisy Castillo suggested breaking out health from the public safety component and then voted yes on the remainder. Chair Matlock voted yes.

The stakeholders are:

- **Residents of Pflugerville**
- **City staff**
- **Elected officials**
- **Mayor, City Manager**
- **City Council A**
- **All City Departments**
- **Pflugerville Chamber of commerce**
- **PISD**
- **Travis County**
- **Urban League**
- **NAACP**
- **Hispanic Chamber of Commerce**
- **Black Chamber of Commerce**
- **Asian Chamber of Commerce**
- **Coalition of Texas with Disabilities**
- **Austin LGBT Chamber of Commerce**
- **Business Development including PCDC and The Chamber**
- **School district**
- **Public safety**
- **Health**
- **Any demographic specific Pf community organizations.**

4B. 2021-0426 Values

Group discussion, comments, suggestions and concerns, of report from the facilitators, and consider action.

James Matlock, Chair

Chair Matlock asked if anyone had any other core values, they wanted to see in the document other than those listed. He asked Ms. Griswold to break the core values out so they were clear.

Vice-Chair Douglas asked to move Rules of Engagement out into its own section. Mr. Scott agreed.

Vice-Chair Douglas suggested they add equitable to the list. Ms. Castillo suggested adding community.

Ms. Hart stated that the existing list was more rules of engagement and they needed to add core values. She suggested adding Justice.

Chair Matlock called for a motion to approve the core values. Ms. Hart moved, Chair Matlock asked Ms. Hart how she voted, she voted yes. Mr. Scott voted yes, Ms. Medina joined the meeting at 7:44 p.m. Mr. Douglas voted yes, Ms. Castillo voted yes and Ms. Medina voted yes. Mr. Matlock voted yes.

Core values

1. **Transparency**
2. **Accountability**
3. **Equity**
4. **Community**
5. **Justice**

4C. 2021-0427

Goals

Group discussion, comments, suggestions and concerns, of report from the facilitators, and consider action.

James Matlock, Chair

Chair Matlock stated they could identify goals for year one and build on the other two years or they could identify goals for all three years.

He suggested they go through year one goals suggestions individually. He read the goals suggestions as follows:

- **Create a mission, vision, and values and/ charter as well as goals and measures for the commission along with structure and processes for operations**
- **Establish budget for the commission to underscore the city's commitment to equity.**
- **Establishing of mission and pillars; putting out a statement or news briefing about the equity commission**
- **Collect data about city's hiring policies and staff demographics, as well as the impact of certain policies on different demographic groups**
- **Create pipelines and adhere to diversity metrics for any city / community positions, opportunities, etc.**
- **Develop and implement a system to review policy proposals before they are introduced, and to provide feedback that ensures they are equitable and inclusive before the council convenes to vote.**
- **Add the concept of equity to every consideration and decision being made.**
- **Continue investing time and money into introducing city planning to the many different communities that make up Pflugerville.**

Chair Matlock then read the comments which were as follows:

YEAR ONE

Comments

James Matlock: Would like the following pillars to be established at year one: pillars of Social Justice, Education, Health/Wellness, Economic Equality and

Governmental Oversight
Donald Scott, II: One thing I thought of while driving in Pf is access to information related to the process of being informed members of the community. Equity requires active involvement, but as a result of history people tend to not be actively engaged. We should find a way to make the city (politics, decisions made, future priorities) accessible. Not just with websites, but designating people to be the voice in the community, responsible for ensuring that people feel that Pf really values, desires, and expects their feedback and input.
Donald Scott, II: Actually - I see that I added this idea to the excel. I think it would also then be important to include the excel homework as reference to this documentation.
Chair Matlock asked Mr. Scott to expound for clarification. Mr. Scott said that if the information is provided in the homework, anytime we pass along these summaries it is important.
Chair Matlock asked him about his first comment and was wondering if he had fleshed that out yet. Mr. Scott said he had not but that only a fraction of people vote and the Commission could work on finding a way to change that. They should find a way that the system they are voting in and for, want everyone's vote without making it mandatory. They can find a way to change the culture, at least inside Pflugerville, that would say 97% of people in Pflugerville voted. He said he did not have the answer now, but they could work towards that.
Chair Matlock said he wanted to know if they wanted to make a goal to increase voting in Pflugerville. Mr. Scott said that if they were trying to get more people involved in the process, they are creating equity.
Ms. Castillo asked if that could move into a pillar as her understanding is that within those pillars, they would identify needs that the sub-committees could get deeper into. Vice-Chair Douglas said that he thought that is the way they will be able to flesh these out faster. Establishing the right metrics is going to help but core values would come first, then establishing metrics and then focusing committees' efforts.
GOAL: Establishing of mission and pillars; putting out a statement or news briefing about the equity commission
Comment
James Matlock: I think that the budget should be based upon the proposals of initiatives created in year 2. Don't know if we will have the inputs to determine an adequate budget in year one.
GOAL: -Develop and implement a system to review policy proposals before they are introduced, and to provide feedback that ensures they are equitable and inclusive before the council convenes to vote.
Comment
James Matlock: I think an HR goal would be to actively recruit people of color for City staff positions. An initiative would be conducting job fairs at HBCUs
Vice Chair Douglas stated that some of the goals could be integrated together, for example, the two dealing with hiring. Chair Matlock said he felt they were different and should remain so.
Vice Chair Douglas said they should work on the pillars to make sure the goals fit.

Chair Matlock asked for any other input or issues related to the goals. He further stated that he had concerns about budgets for executing the goals. He asked for comments on executing the goal of establishing a budget without tying their hands.

Ms. Hart said she thought it should stay there because it lets the Commission not forget about it. She further stated it will become clearer as they work through things. Dr. Medina agreed. Vice-Chair Douglas asked if Chair Matlock would feel more comfortable with different working. Chair Matlock said he was fine with the wording but wanted to make sure they have the data to back up what they are asking for. However, he felt Ms. Hart was correct in recognizing they should leave it there and if it is a goal, they do not accomplish, that was OK.

Ms. Hart suggested changing the word budget to what resources are needed instead.

Chair Matlock asked for feedback from the Commission and stated he was fine with the word budget unless the group felt different. Vice Chair Douglas said he liked resources because it included budget and anything else they may need.

Chair Matlock asked for any additional information they want to include or if anyone had concerns.

Chair Matlock called for a vote on the year one goals.
Mr. Scott voted yes; Dr Medina voted yes; Vice Chair Douglas voted yes; Ms. Castillo voted yes; Ms. Hart voted yes; and Chair Matlock voted yes.
At the close of the discussion the year one goals were:

Goals
- **Establish pillars**
- **Establish working relationship with stakeholders**
- **Establish metrics**
- **Work to get people more involved particularly in the voting process**

Create a mission, vision, and values and/ charter as well as goals and measures for the commission along with structure and processes for operations
- **Establish what resources are needed for the commission to underscore the city's commitment to equity.**
- **Establishing of mission and pillars; putting out a statement or news briefing about the equity commission**
- **Collect data about city's hiring policies and staff demographics, as well as the impact of certain policies on different demographic groups**
- **Create pipelines and adhere to diversity metrics for any city / community positions, opportunities, etc.**
- **Develop and implement a system to review policy proposals before they are introduced, and to provide feedback that ensures they are equitable and inclusive before the council convenes to vote.**
- **Add the concept of equity to every consideration and decision being made.**
- **Continue investing time and money into introducing city planning to the many different communities that make up Pflugerville.**

Chair Matlock listed possible pillars:

- **Identification of leads for the pillars**
- **Social Justice**
- **Education**
- **Health/Wellness**
- **Economic**

• Governmental Oversight
Vice Chair Douglas wanted to close the year one goals because he felt that the pillars were part of those goals.
Chair Matlock said he was concerned if they identify a goal and it does not fall under a pillar, how do they ensure the goal is addressed.
Vice Chair Douglas said he understood but the pillars should be high level and then drilled down. He wanted to make sure it was enough for everyone else.
Chair Matlock asked for input from other members. He asked for input from Dr. Medina. Dr. Medina said she did not have anything to add at this point but would chime in if she did.
Mr. Scott said that one of the Year One goals should be establishing a connection and working relationship with stakeholders.
• Development of a strategic plan and the identification of goals and initiatives.
• Have all items that go through City Council first go through the Equity Commission for approval.
• Our vote would then be discussed at the City Council Meeting prior to Council Members voting on the item.
• Conduct a yearly "Pflugerville Equity Summit" to discuss issues associated with the pillars mentioned above with our stakeholders and partner with them to address issues within each pilar as it relates to the community.
Chair Matlock asked the Commission if they wanted to establish the year two and three goals now or continue to work on them and if they were fine leaving them as is.

Mr. Scott said to leave them as guideposts but that goals change.

Chair Matlock went over the Year Two goals as follows:

Year Two
• Develop a strategy and solidify a plan for establishing regular reporting on initiatives executed as well as ongoing local community partnerships that drive equity goals for the city
• Evaluate the effectiveness of the commission and reevaluate it purpose and function
• Developing survey questions or tools to broadcast to city of PF/residents to query their identification of needs; development of a "equity test" of things being considered/reviewed by City Council that would need prompt Equity Commission to be consulted to review policy/rule/program.
• Develop and implement a system to review city contract awards to ensure equity in the city's spending.
• Work together to decide what a review process should look like, and collaborate with city council to get buy-in
• Work with the city council toward representation for residents who consider themselves Pflugervilleans, but who live outside of the incorporated areas of Pflugerville.
• Work together with city council to identify ways these individuals' voices can be heard and they can serve -- even as non-voting members -- on commissions and committees.
Chair Matlock opened the floor for discussion, additional goals, or suggestions.
Chair Matlock asked for input from someone on the goal:
Developing survey questions or tools to broadcast to city of PF/residents to query their identification of needs; development of a "equity test" of things being considered/reviewed by City Council that would need prompt Equity

Commission to be consulted to review policy/rule/program.
He further asked if anyone on the call had identified this goal.
Ms. Castillo said she did not remember what she submitted but that it was something she potentially submitted it and reminded the Commission that they had discussed meeting with other residents to see what they were identifying as a need.
Chair Matlock clarified the goal as using the survey as a test to see what has or has not approved.
Ms. Castillo clarified that this was more following the City in their surveys, and just taking what they do within the first year and putting that in a survey to talk to other people in the community.
Vice-Chair Douglas said he didn't disagree in theory but that felt focusing on Year One goals would be more effective and table Year Two and Three goals.
Chair Matlock entertained the motion from Vice Chair Douglas to table Year Two and Three goals but leaving the current suggestions as place holders.
Ms. Castillo agreed and keeping the Year Two and Three goals on the document but waiting to work on them until later was best.
Dr. Medina had to leave at 8:15 pm
Ms. Castillo voted yes, Mr. Scott voted yes, Ms. Hart voted yes, Mr. Douglas voted yes, and Chair Matlock voted yes.

4D. 2021-0428 Strategies

Group discussion, comments, suggestions and concerns, of report from the facilitators, and consider action.

James Matlock, Chair

Chair Matlock said the strategies were action items but opened it up for discussion. He stated he wanted to give the Commission the leeway to identify specific strategies and bring them to the Commission for approval and make them the initiatives for carrying out the goals. He stated that he wanted to give people ownership and that it was not just directives but active work and input in the process.

Chair Matlock said if there was no discussion he could go into the defining of the strategies.

Vice Chair Douglas asked for clarification that what the Chair was saying was that it was too specific to go over now. The Chair answered in the affirmative.

Vice Chair Douglas said there were some universal strategies but that he agreed.

Chair Matlock said these specific strategies were not universal to every goal. He asked that they table the strategies and leave them in the hands of the individual committees under the pillars they have identified. He called for a vote.

Mr. Scott voted yes; Ms. Castillo voted yes; Vice Chair Douglas voted yes; and Chair Matlock voted yes.

4E. 2021-0429 Recommendations

Group discussion, comments, suggestions and concerns, of report from the facilitators, and consider action.

James Matlock, Chair

Chair Matlock went through the recommendations but suggested they treat them the same as the strategies. The recommendations were as follows:

- **Conduct some team building and other activities to move the group out of the storming phase of team development**
- **Get some clarity from the City on the lines of what the commission can and cannot do in terms of decision making**
- **The leader should engage in quarterly 1:1s with commission members to gain insight on how they are perceiving the commission as a whole and the work that is being done (Chair Matlock said he would like to do this more often).**

- **During the meetings there was a deficit of inclusive language, the commission should engage in some training to gain better insight about the expansiveness of DEI work. (Chair Matlock said they could all use more training including city staff and government).**
- **The commission is at an important juncture regarding what will be really required in terms of commitment level to get the work moving forward (Chair Matlock said that this is doable but not necessarily in year one).**
- **Hire consultant(s) to assist in taking the framework of the responses given and expand it to a set of measurable goals and strategies that can be parlayed into a 3- year strategic plan to include reasonable timelines.**

Chair Matlock asked if those were all the recommendations. Ms. Griswold said they were.

Chair Matlock said he wanted to know if the Commission wanted to incorporate them into the process, whether identified as actual strategies and initiatives under each goal and pillar, or stand alone.

Ms. Hart said she felt this was from the facilitators to the Commission and she was not sure it belonged in the document for the Council. Chair Matlock agreed. He stated it sounded like there was a recommendation that these were internal recommendations and should not be included in the Charter. Ms. Hart agreed. Chair Matlock called for a vote to use the recommendations as a guide but not include them in the Charter.

Ms. Hart voted yes; Vice Chair Douglas voted yes; Mr. Scott voted yes; Ms. Castillo voted yes; and Chair Matlock voted yes.

Chair Matlock said he would be meeting with the Commission Officers to flesh out the Charter and they will then talk among themselves and provide a draft before the next meeting. He asked the Commission to make changes and suggestions before the next meeting where it will be discussed.

Chair Matlock stated that in addition, he did not want to lose sight of what Mr. Scott had said about accountability. So part of the homework is to take a stab at what accountability looks like and they can discuss it at the next meeting.

4F. 2021-0431 Pillars

Group discussion, comments, suggestions and concerns, of report from the facilitators, and consider action.

James Matlock, Chair

Chair Matlock suggested that there was a lot of work to be done both in meetings and outside of meetings. He suggested that the Commission identified the areas of pillars listed in the document and work on them independently. Chair Matlock then listed the pillars:

- **Social Justice**

- Education
- Health/Wellness
- Economic Equality
- Governmental Oversight

Vice Chair Douglas shared a link as an example of metrics and pillars from CAN dashboard
http://canatx.org/dashboard/wp-content/uploads/2019/06/2019-Dashboard-Report-Final-1.pdf
Vice Chair Douglas said he felt the pillars were broad enough that they could encompass many things.
Ms. Hart asked if Public Safety fell under Social Justice. Vice Chair Douglas said he was not sure it fell under Social Justice. Ms. Hart suggested Governmental Oversight, Chair Matlock agreed.
Ms. Hart pointed out they keep say economic equity but it reads equality. Chair Matlock said he would like to change it to Equity.
Chair Matlock called for a vote:
Ms. Hart voted yes; Vice Chair Douglas voted yes; Mr. Scott voted yes; Ms. Castillo voted yes; and Chair Matlock voted yes.
The Pillars now read:

- Social Justice
- Education
- Health/Wellness
- Economic Equity
- Governmental Oversight
- Public Safety

5. Discuss Only

5A. 2021-0432 Retreat

Group discussion on possible dates/times/locations of a retreat.

James Matlock, Chair

Chair Matlock said that City Manager Breland had offered her home or some other place for a meet and greet. The City Manager has promised food would be provided. He asked the Commission to let him know of any food allergies so they can plan accordingly.

Chair Matlock asked the City Manager to elaborate if needed.

City Manager Breland stated they had talked about a social gathering without Commission business discussion. She listed several locations including Spare Time, the Library Courtyard, her place, the Plaza, etc. She said she wanted to hear their thoughts.

Chair Matlock expressed some concern about Spare Time and the issue of being able to hear each other and was more inclined to have it at the City Managers house or the Library Courtyard.

Vice Chair Douglas felt that Spare Time was too impersonal. Ms. Castillo agreed because of the level of distraction. She stated she agreed in being in person and face to face.

Chair Matlock said he would throw out three options, City Hall, The Library Courtyard, the City Manager’s Backyard. He asked for a vote.

Ms. Griswold reminded the Commission that this was a discuss only item.

It was suggested that it be a homework item. Vice Chair Douglas said that a survey be sent out for the location, time, and date.

Chair Matlock suggested May 7th or 8th, or the 21st or 22nd of May.

Chair Matlock thanked the Commission for their attendance and participation and work at the meeting. He stated the next meeting was scheduled for May 10th. He further said he would get with the officers the first week of May to work on the Charter before the next meeting.

He asked each person individually if they had anything to add.

Vice Chair Douglas said he felt they got a lot accomplished, Ms. Griswold stated Mr. Scott had to leave. Ms. Hart apologized for being late and said the meeting was great and it was good to see the action moving along. She was thankful in feeling that she can help in some way. Chair Matlock thanked her. Ms. Castillo said she had nothing to add. Ms. Griswold said she would send out a poll and the homework and said great work today. Deputy City Secretary Trista Evans had nothing to add, Deputy City Manager said great work. City Manager Breland had nothing to add.

6. Adjourn

8:25 pm

Respectfully submitted,

Jennifer Griswold, Library Director

Approved as submitted on May 10, 2021