

February 14, 2022

**DIVERSITY, EQUITY AND INCLUSION BOARD
NOTICE OF REGULAR MEETING**

The next meeting of the Diversity, Equity and Inclusion Board is scheduled for **Monday, February 28, 2022** at 4:00 p.m. at the Parks and Recreation Administration Building (Conf. Rm. #2), 6001 Nob Hill Road, Tamarac, Florida. One or more City of Tamarac Commissioners may be present at this meeting.

AGENDA

1. **CALL TO ORDER**
 - a. Roll Call
 - b. Pledge of Allegiance
 - c. Approval of minutes of 01/24/22

2. **NEW BUSINESS**

3. **OLD BUSINESS**
 - a. Board website link
 - b. Goals and objectives Sub-Committees

4. **CITY/DEPARTMENT UPDATES**
 - a. Upcoming events and how the Committee's purpose can be furthered

5. **OTHER BUSINESS**
 - a. Any other business as may come before the Board
 - b. Public Participation
 - c. Questions and Answers
 - d. Next meeting date: The next meeting is scheduled for Monday, March 28, 2022, beginning at 4:00 p.m. at the Parks and Recreation Admin. Building.

6. **ADJOURNMENT**

All Board members are urged to attend this meeting. All meetings are open to the public. Any Board member who can not attend this meeting should call the City Clerk's Office at (954) 597-3505.

In the event there is no quorum for this meeting, the meeting may be held as a Workshop instead of a Regular Meeting. Although no formal action can be taken at Workshop, discussion may be held.

Pursuant to Chapter 286.0105, Florida Statutes, if a person decides to appeal any decision made by the Parks & Recreation Board with respect to any matter considered at such meeting or hearing, he may need to ensure that a verbatim record of the proceedings is made which record includes the testimony and evidence upon which the appeal is based.

The City of Tamarac complies with the provisions of the Americans With Disabilities Act. If you are a disabled person requiring any accommodations or assistance, please notify the City of such need at least 48 hours (2 days) in advance.

CITY OF TAMARAC
DIVERSITY, EQUITY AND INCLUSION ADVISORY BOARD MEETING
January 24, 2022
MEETING MINUTES

1. **CALL TO ORDER:** – The meeting was called to order at approximately 4:00 p.m. on Monday, November 25, 2021, in Conf. Rm.#2 of the Parks and Recreation Administration Building.

a. **ROLL CALL:**

PRESENT:

Mr. Jose Flores
Ms. Judy Hunter
Ms. Stephanie George
Mr. Mike Jeknavorian

ABSENT:

Mr. Jose Galindo

ALSO PRESENT:

Mr. Greg Warner, Parks and Recreation Director
Sammie Monroe, Site Supervisor
Germania Roman, Administrative Coordinator

- **Roll Call** – Done.
- **PLEDGE OF ALLEGIANCE** – Done.
- **Minutes of:** 11-22-21 Mr. Flores moved to approve the minutes as submitted, seconded by Ms. Hunter and Ms. George.

2. **New Business:**

Mr. Monroe started the meeting by letting the members know that the Martin Luther King Jr. march that was planned for January 17th, was cancelled due to COVID. Mr. Monroe said it was going to be the first time the City was going to have an event of this magnitude but unfortunately could not happen due to the circumstances.

Mr. Monroe hand out a flyer for the upcoming event “Black History Month” which will be held on February 26th from 1 p.m. to 3 p.m. at Caporella Park, 5200 Prospect Road.

Mr. Monroe explained that the event will have art displays, live Jazz Music by EJ & Company, Poetry by Rebecca Butterfly Vaughn, Performance by Delou African, etc.

Mr. Monroe also let the members know about the other upcoming events, Groove on the Grass, series of concerts in the Park and Movies in the Park from March until May. Mr. Monroe encouraged the members to participate at the City events as it will be a good experience for them.

Ms. George liked the idea of the movies at the park and asked if it was possible to have the movies in another languages.

Mr. Flores suggested to have during the movies at least the captioning in different languages.

Mr. Monroe let the members know that he is registered with the University of South Florida (USF) and is currently taking a free online “Diversity, Equity and Inclusion” class in order for him to be more knowledgeable on the topic, he shared with the members what he has learned so far to serve the community better and make recommendations to the Board.

Mr. Monroe said he will be giving feedback to the Board members when he is finished with the online class.

3. Old Business:

Mr. Flores suggested the last meeting to bring ideas of an action plan to achieve some of the goals of the Board’s goals (proposed goals and objectives hand out passed among and attached to the minutes)

Mr. Flores asked if there were any ideas for education certification? Mr. Warner responded that the city has “Cultural competencies”. Some of the actions taken were to put signage around the city where it states that the City has “zero tolerance to racial comments or racial issues”

Mr. Warner also told the members that city staff have been trained on how to deal with each other and public. If an issue arises city staff knows they need to report it to Mr. Warner who will immediately report to Human Resources Department.

Mr. Warner asked the members for suggestions on how to make it easy to inform the public about the Board’s existence and purpose.

Mr. Flores suggested to have a training for the group, either in person or virtually.

Ms. George suggested to include it as part of the University Tamarac’s curriculum.

Ms. Hunter suggested to have at least a small section on the Tam-A-Gram about the Board.

Mr. Monroe said the marquees could have a bilingual message. Mr. Warner said that Mr. Monroe’s suggestion was asked, and he will follow up to find out the outcome.

Mr. Warner encouraged the members to get in touch with their Commissioners and let them know the Board’s needs now that budget time is coming up.

Ms. Hunter asked what could be done in order for people to be able to reach out the group? Ms. Hunter asked if it’s possible to put a link on the city’s main webpage?

Mr. Jeknavorian asked if it’s possible to put a link on the city’s main page in order for the public to have the option to send opinions, recommendations, suggestions, etc. directly to the Board.

DISCUSSION WAS HELD

4. City/Department updates:

Mr. Warner mentioned to the members that he attended the City Executive Strategic Plan meeting and discussion about the Preliminary Census Data was brought up and some of the results were as follows:

City of Tamarac residents has a total amount of 72,000 habitants, which 33% are white/Caucasian, 33% black African American and 33% Hispanic. Statistics show the population diversity within the city.

Ms. Hunter would like to know for educational purposes how many people under the 33% Black African American are Haitian?

Mr. Warner will follow up and will provide the members of the group the numbers. Members of the Board suggested to reach out and make connections with some Tamarac business.

Mr. Warner in agreement with the Board members summarized the group goals as follows:

- Human Resources training for staff.
- Find a trainer to speak with the group.
- Set up an online link for the community to educate and let the word out about the existence of the Board.

Mr. Warner also asked the members of the Board if they would like to participate during some of the City events by having a tent where they would be distributing some information about the Board.

Mr. Warner said that an email will be sent out with a draft with the information to be distributed for the Board's input.

5. Other Business:

- a. **Any Other Business as may come before the Committee** – Discussion held above.
- b. **Public Participation** – None.
- c. **Questions and Answers** – Done.
- d. **Next meeting date** – The next meeting is scheduled for Monday, February 28th, 2022 at 4:00 p.m. at the Parks & Rec. Adm. Building, 6001 Nob Hill Rd., Tamarac, 33321

ADJOURNMENT: Having no further business, the meeting adjourned at approximately 5:15p.m.

Germania Roman