



Meeting minutes

Meeting: CORE Internal Subcommittee Meeting
Date: Thursday, July 21, 2022
Time: 5:30 p.m. to 7:30 p.m.
Place: Virtual meeting via Zoom

Attendees

CORE Members: Rebecca Descombes, Saara Hirsi

MERC Commissioners: Danel Malan

CORE Liaisons: Councilor Mary Nolan

Metro staff: Cassie Salinas, Sabrina Tina Catholina, Holly Calhoun, Julio Garcia

Absent: Nabin Dhimal, Tristan Penn, Wade Hopkins

Welcome and Overview of the day

Human Resources Update

Presenters: *Julio Garcia, Director of Human Resources
Holly Calhoun, Deputy Director of Human Resources*

Led by the Director and Deputy Director of Human Resources this presentation was a deep dive into the data on Metro's workforce and an overview of specific efforts they'd like to partner with CORE on.

Slide 2

Saara asked if these people/data for those able to work? And if the data include how many are staff with disabilities?

Holly and Julio responded that yes, 16 yrs. old and older available for work. Holly continued that Disability is a voluntary data point and we don't have consistent data for staff with disabilities due to disclosure. Julio added that they could include a self-disclosing disability question on Metro-staff census.

Saara asked if people who are on interview panels have training.
Holly responded that there isn't a good training on bias yet.

Danel asked if the Hispanic Metropolitan Chamber was on a candidate outreach list. She mentioned that OLLN is another organization to reach out to.

Julio responded that they have started attending recruitment events with the Hispanic Metropolitan Chamber.

Slide 6

Saara asked where the data came from: survey, interviews, or something else?
Holly responded that the Dashboard collects information from new hire documents, agency wide communications about gender inclusion that does require employees to notify HR.

Slide 7

Saara asked if on July 1st the minimum wage increase had already been implemented.

Julio responded that yes, \$20.20/hr went into effect for remaining AFSCME employees as of July 1, 2022.

Slide 9

Sara commented that it would be helpful to know if Metro has hired people with disabilities.

Cassie commented that the DEI program will be hiring someone to focus on Accessibility (more of a compliance standpoint) and they will need to reach out to community and organizations.

Danel offered community connections she had. Holly responded that it would be great to have those contacts and any event info for recruitment, etc.

Julio commented that sharing the info they have would be useful since they had added/updated with resources.

Danel asked about accountability, and if they would be working with the committee, or what was their thinking of in that area?

Holly responded that they needed to identify what are the right goals were. They have data but not goals attached to the data.

Danel mentioned that sharing information on Expo and Convention Center would be helpful. There are no demographics on attendees. She also asked how many Expo staff speak Spanish.

Julio responded that they have some data in aggregate and also working to show data per department. Some departments are very diverse and some that have room to grow. We will share the by department data with managers in the next couple of months.

Councilmember Nolan stated that Census info is PIT, for Metro to be leader, should think in terms of 'over time'. Some BIPOC communities are underrepresented in workforce. Wouldn't be surprised to see that over time, Metro has underemployed BIPOC individuals. Metro should prioritize internal recruitment the way we have spoken about community recruitment. Also, when hiring recruitment consultants with a successful track record.

Julio and Holly responded that yes, recruitment is challenging nationally. Firms are even challenging due to the high need.

Danel commented that recruitment is about face-to-face relationships. Convention Center and Zoo venues to be sure managers are in the trenches with staff that are required to be onsite.

Julio responded that they also need to look at our retention strategies, in a holistic way. He and Holly are super passionate about HR, and are willing to come back to the committee and partner.

Cassie suggested that perhaps we will send out a couple of questions for the committee to consider since today is a small group.

Meeting adjourned.