

**COMMISSION FOR WOMEN
MEETING MINUTES**

WEDNESDAY, April 11th, 2018



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**REGULAR MEETING
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The Commission for Women convened for a regular meeting on Wednesday, April 11th, 2018 at Terrazas Branch Library, 1105 East César Chávez St., in Austin, Texas.

Chair Tober called the Board Meeting to order at 12:05 p.m.

Commissioners in Attendance:

Julia Cuba Lewis
Linda Powers
Rossana Barrios
Amanda Lewis
Tanya Athar-Jogee, Vice-Chair
Flannery Bope
Kasha Gamble
Sarah Tober, Chair
Rebecca Austen

Commissioners Absent:

Ana DeFrates

Vacancy:

District 5

Staff in Attendance:

Mary Aversa, Human Resources Department
Vicky Nguyen, Human Resources Department
Debbie Maynor, Human Resources Department

Guests Present:

Gretchen Stoeltje
Amy Bench
Rodd Simonsen
Savannah Shifflet
Krithika Shamanna

1. CITIZEN COMMUNICATION: GENERAL

None

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2. APPROVAL OF MINUTES: FEBRUARY 14TH, 2018

Motion to approve minutes: Commissioner Austen

Second: Commissioner Barrios

Approved 8-0

3. OLD BUSINESS

None

4. NEW BUSINESS

a. LaunchPad presentation by Krithika Shamanna.

Krithika Shamanna, senior at Westwood High School, gave a presentation on the lack of feminine hygiene products available to students at her school, and how that affected school truancy rates and absences. She started the LaunchPad Initiative with classmates to work with sponsors and organizations to stock feminine hygiene products in the bathrooms. She is seeking support, assistance, and advice in building a network to expand this initiative to all bathrooms in public spaces state-wide through policy change and implementation.

b. Discussion and possible action regarding women's equity.

- i. Discussion and possible action on renaming the Capital Corridor after a woman.
- ii. Discussion and possible action on next steps on modifying Equity Tool from Equity Office. Councilmember Garza's office recommended the Commission work through the Human Resources Department instead of through Council. The Commission is interested in inviting Brion Oaks, Equity Officer, to the next meeting.
- iii. Discussion and possible action on next steps on considering changes to compensation systems, including merit-based systems.
- iv. Discussion and possible action on next steps on educating City employees and managers, which Councilmember Alter's office is spearheading.
- v. Discussion and possible action on next steps on examining long-term solutions on other issues that impact women, which Councilmember Garza's office is spearheading.

c. Discussion and possible action regarding rape kit backlog and sexual assault survivor treatment.

The rape kit backlog has reached zero count. It's one of the first steps in the Commission's recommendation for more victims' services. The Commission will continue to follow-up, discuss, and make a recommendation regarding survivor services.

d. Discussion and possible action regarding Women's Hall of Fame.

For future inductions to Women's Hall of Fame, Commissioners agree there should be an evaluation matrix with a scoring system to select inductees. Commissioners will bring templates for consideration, and additional levels of criteria will be added in addition to the criteria already being considered. Commissioners have created a database of previous inductees to initiate continuing conversations between the Commission and inductees. Nominations may open in October and close in January.

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e. Discussion and possible action regarding Child/Women sex trafficking.

Two representatives for groups and commissions on sex trafficking will attend the May meeting.

f. Discussion and possible action regarding hiring of key City leadership.

Discussed that all candidates need to be considered for the Police Chief position. The Commission would like to continue any and all conversations about selection for the Police Chief include a reminder to City Manager Cronk of the Commission's recommendations on victims' services, women's issues, and sex trafficking.

5. FUTURE AGENDA ITEMS

a. Elect new Commission officers.

b. Would like to invite SAFE representatives to next meeting.

c. Would like to continue discussion on LaunchPad presentation.

d. Next meeting will be at the Austin History Center.

ADJOURNMENT: Chair Tober adjourned the meeting at 1:05 p.m.

The City of Austin is committed to compliance with the American with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. Meeting locations are planned with wheelchair access. If requiring Sign Language Interpreters or alternative formats, please give notice at least 2 days (48 hours) before the meeting date. Please call Vicky Nguyen of the Human Resources Department at 512-974-3292, for additional information; TTY users route through Relay Texas at 711.

For more information on the Commission for Women, please contact Vicky Nguyen at 512-974-3292.