

Minutes

RTA Committee of the Whole Meeting

9:33 a.m., Tuesday, March 3, 2020

Committee members: Clough (Chair) Lucas (Vice- Chair), Byrne, Joyce, Moss, Pellet, Serrano, Weiss

Not present: Bibb, McCall

Also Present: Agnew, Anderson, Beveridge, Birdsong, Bitto, Bober, Burney, Cernoia, Cranford, Dangelo, Davis, Dietrich, Feliciano, Garofoli, Gibbons, Jaszczak, Jones, Kerg, Kirkland, Lee, Lewis, Loh, Marcano, Metcalf, Pickett, Rusnov, Schipper, Scott, Sutula, Togher, Vukmanic, Wiehe, Winn, Woodford, Zeller

Mayor Clough called the meeting to order at 9:33 a.m. The secretary called the roll and reported that eight (8) committee members were present.

Title VII Program - Affirmative Action Goals for 2020-2024

Felicia Brooks-Williams, manager of the Office of Equal Opportunity and Lisa Marsh, attorney from Jackson and Lewis, gave the presentation. Today's presentation will include the 2020-2024 Affirmative Action Goals, formulation update, proposed goals, initiatives and accomplishments. RTA is not to discriminate against any employee or applicant based on their protective class. And to ensure compliance, RTA is required to submit a written plan every four years. It is important because RTA wants to be the employer of choice. It's a good business practice, which reflects the population it serves. Failure to comply may result in the suspension or termination of federal financial assistance. It assist the hiring managers with their recruitment efforts.

The formulation of goals consist of reviewing RTA's workforce and the relevant labor market to determine underutilization. Once the area of underutilization has been established, they look at project vacancies and set goals. At the beginning of the year, they took a snapshot of the workforce. The workforce consisted of 2,069 employees. The majority of the workforce are males at 70%. The next largest is African American at 60%. The new regulations will require goals to include other classifications that are underutilized. The goals are based on EEO job categories. The federal government defines the categories. They include Officials, Administrators, Professionals, Technicians, Protective Services, Administrative Support, Semi-Skilled Craft and Service Maintenance. They considered the demographics of the relevant labor market where RTA would seek applicants. The reasonable area is Cuyahoga County and surrounding counties. There are exceptions where they seek executive level applicants throughout the U.S. Ninety-nine percent of RTA employees live in Cuyahoga and the surrounding counties.

The goal for 2015-2019 was to hire and promote 191 females in all job categories except for Administrative Support. There was no underutilization for Administrative Support or minority males in any EEO job category. Throughout 2015 and 2019, they hired and promoted a total of 943 females. They met the goals in all job categories except for Technicians and Semi-Skilled Crafts. They will continue to put forth a good faith effort to achieve the goals. In 2017, the regulations changed to set goals of underutilized females and minorities in a group. Before 2019, they set goals as previously reported. Goals are now analyzed by each race separately to ensure all minorities and female groups are recognized when areas of underutilization exist.

Now Lisa Marsh will present the proposed Affirmative Action Goals. They are now looking at utilization of females and minorities (Hispanic, Black, Asian, multi-racial). RTA is required to set a goal where there is underutilization when compared to what is available in the labor market. Goals are being set in each category. Over a four-year period, the total goal is to hire and promote 500 females and minorities in various categories. The goals are not quotas. It requires RTA to put forth a good faith effort and hire the best person for the job. Although RTA is underutilized in some areas, it has been recognized for Best in Class for Non Profit, Government, Workforce Diversity and Senior Management Diversity. As a result of winning three or more awards, RTA was inducted into the Hall of Fame by the Greater Cleveland Partnership for senior management diversity. In an effort to achieve the goals, RTA will strengthen their relationship with female and minority relationships and establish an Employee Resource Group.

Staff request the Committee of the Whole recommend the proposed goals to the full Board for approval at its March 24 meeting. Ms. Pellot asked if gender identity or sexual orientation is a part of this plan and if other ERGs are in place. Felicia said that those categories are not a part of this process, but RTA has a policy not to discriminate against anyone based on sex or gender. They are looking at other ERGs, but currently do not have any others in place. Ms. Moss is happy to see the breakdown of females and not just race. She asked what groups are being approached to reach the female goals. Felicia said that is why the ERG is being created to support females to increase the applicant pool. Ms. Pellot asked if the goal will be reflected in the marketing materials.

George Fields added that employees are running the ERG. They created a rail car apprenticeship program and bus mechanic apprenticeship program to address the semi-skilled craft category. This provides a better opportunity to tap into women within the workforce to see if they are promotable into these hard to find positions. Steve Bitto added that the marketing material reflects a diverse audience. The recruitment messaging are in Spanish and English. Ms. Birdsong added that RTA move forward in being intentional about diversity. She sees a need in different areas. She has heard an outcry for the ERG. She believes that switching to a digital platform will help get the message out quicker and be more wide spread. They have spoken about digitized advertising, making reports digital, education to grow the talent and collaboration with schools.

Mr. Joyce said they did a best practice with their major contractor in Milwaukee. They have a program with a clearinghouse for all trades and people going into construction. They have partnerships with automotive, mechanical, rail, sewer, etc. and they refer candidates based on their area of interest. Tomorrow they are kicking off Cleveland Builds, which will replicate what Milwaukee is doing. It was moved by Rev. Lucas, seconded by Ms. Pellot and approved to refer this to the full Board.

Executive Session

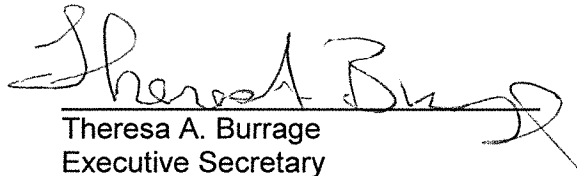
9:54 a.m. – Mayor Clough asked for a motion to go into executive session to conduct discussions with GCRTA's General Counsel concerning disputes involving GCRTA that are the subject of pending or imminent court action, and to consider the purchase of property for public purposes or the sale of property at competitive bidding. It was moved by Mr. Serrano, seconded by Rev. Lucas. There were eight (8) ayes and none opposed.

10:46 a.m. – It was moved by Ms. Pellot, seconded by Mayor Weiss to come out of executive session. There were eight (8) ayes and none opposed.

The meeting was adjourned at 10:46 a.m.



Floun'say R. Caver, Ph.D.
Interim Secretary/Treasurer



Theresa A. Burrage
Executive Secretary