

April 20, 2017 - Minutes

The City Diversity Board met in the Penn Room at 3:00 pm on this date. Taking minutes was Nicole Thompson.

The Agenda below was distributed to the Board and guests.

Present and representing were:

Wynton Butler
Kimberly Talbot
Maritza Loaiza
Jay Montgomery
Brian Twyman

Absent:

Josephina Encarnacion

Guests:

Thomas Coleman
Nicole Thompson
Chief William Stoudt
Deputy Chief Jim Marasco

AGENDA

1. Welcome
 - Approval of minutes
 - i. 1/19/2017
2. Board Composition Update
 - 2 Vacant positions
 - i. NAACP representative (Rob Pollard?), Reputable, majority Latino or Hispanic organization located in the City of Reading representative (Dee Dee from PRLA?) AFSCME
3. Recruitment Update
 - Police – hiring, testing, Jr. Police Academy
 - Fire – hiring and testing
 - Other City job opportunities
4. Meeting Schedule for 2017
 - Third Thursday, first month of each quarter
 - 7/20, 10/19
 - 3:00 PM

- Penn Room

5. Other Matters

Ms. Talbot made a motion to approve the minutes from January's meeting. Ms. Loaiza seconded the motion.

Mr. Twyman pointed out that Mr. Montgomery and Deputy Chief Marasco were new to the meetings. Mr. Montgomery will be representing AFSCME on the board. Both introduced themselves. Mr. Twyman asked if DeeDee will be joining as a board member. Ms. Talbot emailed her and she thought she was coming to the meeting. Ms. Talbot said she will reach out to her again.

Deputy Chief Marasco updated the board on the recent Police civil service test. He said 188 people took the test, 10 failed, 21 females and 164 males, 60 Hispanic, 7 black and 2 Asian passed the test. He stated that the issue is getting women and minorities to take the test. He expressed that they should focus on getting support from teachers, ministers and the community to get kids to pursue a career in law enforcement. He said its hard to compete with other police departments and private employers who offer a higher salary.

Deputy Chief Marasco said the Junior Police Academy started 3-4 weeks ago with about 30 kids. He said they meet for 2 hours every Friday and hope to continue through the summer. They spend 1 hour on physical activity and the 2nd hour on a presentation or informational session.

Chief Stoudt said a new fire class started 3/16/2017. There is one female and one non-Caucasian. He said they will be starting the civil service application process again in May. They will advertise with the same groups – votech, Daniel Torres Center, ROTC, NAACP and will reach out to Dee Dee Rodriguez and Stacy Taylor. They hope to expand Paramedic recruitment to schools.

Ms. Thompson said the City has a few entry level part time positions open and several experienced, management level jobs open.

Mr. Twyman distributed informational material on the STAR communities framework and explained how the Diversity Board can use the STAR model in diversity planning and initiatives. Mr. Twyman mentioned the development of the Citizen Initiative committee and all are welcome to be involved especially police and fire representatives. He stated the importance of getting involved on boards and better education and a reduction in standards to get on boards is needed.

Mr. Butler stated that he was notified that Council wants a representative from the Diversity Board to give a presentation on what the Board is working on. He suggested that the STAR model is used to create a checklist of goals for the Diversity Board to use in the presentation to Council. Mr. Butler and Mr. Twyman agreed to work on that.

Ms. Talbot made a motion to adjourn and Ms. Loaiza seconded.

Next meeting: Thursday, July 20, 2017, 3:00 pm in the Penn Room. Any meeting changes must be done two weeks in advance of meeting.

Respectfully Submitted,
Nicole Thompson