

# Women & Girls

## GOVERNING COUNCIL

### Economic Development November 1, 2017 Meeting Minutes

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#### MEETING SUMMARY

1. Call to Order by Team Leader Avis Gibson. Members introduced themselves and announced their position and departments in Metro. Purpose of Internal Board is a discussion on Economic Development for Women and Girls initiative.
2. Outreach
  - A. Develop a message to target audience
3. Opportunities
  - A. Provide young girls career paths in the Transportation Industry
    - I. Construction
    - II. Engineering

### III. Operations

4. Financial
  - A. Difficulties managing household, families, providing food
    - I. Conduct survey on salaries & jobs
  - B. How can we attract prospective employees?
5. Mentoring
  - A. Do internal employees really know what Metro is?
    - I. Promote available careers
    - II. Mentorship possibilities (i.e. between operator and office personnel)
    - III. Discussion – easier methods for different unions to transfer within departments to provide opportunities.
6. Current Generation Incubators
  - A. How can we make these available careers and different departments known?
    - I. Target High Schools
    - II. College Career Fairs
7. Build a Bridge Program
  - I. Recruit women and girls in entry-level positions
  - II. Extend to Field Workers/Operations
    - a. Accommodate those who work nights/2<sup>nd</sup> shifts
  - III. Promote government job industry
    - a. Benefits
    - b. Stability
    - c. Seek private industry support

#### **Feedback:**

- Comment: 7 Operators have voiced that child care is too much. It is difficult to be with their children especially when they need to work certain shifts. The affordability is a major issue. Can this program be subsidized?
- Comment: Metro is a company that runs 7 days a week, 24 hours a day, yet the time for employees to come in to the office is limited. Can we adjust this to suit field workers?

Elba directs group to the following focus topics:

- 1.) How do we get women and girls interested in working for Metro?
- 2.) How do we recruit them?
- 3.) How do we educate the availabilities of women filling male dominated jobs?

Suggestion: separate sessions for goals and internal questions that can later be addressed.

Women in contract jobs in Transportation external & internal

- I. Encourage employers with goals of hiring women
  - a. Set a percentage goal of women hires
  - b. Contract terms
- II. Ensure jobs are going to women employees
- III. Policy changes for women in construction firms
  - a. Hire
  - b. Retain
  - c. Promote
  
- IV. Workshops to educate women about opportunities (incubator)
  - a. Expo Line Project member worked with contract companies on something similar regarding educating about employment with the Transportation industry and expanded opportunities. She will reach out and find out more information for the group.
- V. Establish Resources
  - a. Prepare an information resource sheet
  - b. Recruit vendors to help Metro
  - c. How many women to hire? Education level? PR slip tank? How to Train?
  - d. Accessibility: Promote in schools, high schools, community colleges, non-profits, and retail workers.
- VI. Simplified flyers/campaigns/brochures
  - a. "Steps to a Construction Career" document shown

**Feedback:**

Comment: Perhaps Metro can invite school Principals and Counselors for a presentation with the CEO regarding Measure M and encouraging job opportunities with Metro and the Transportation industry?

Comment: A member states that she has worked on something similar to the Bridge Program and it really does help youth prepare for job opportunities. They are more polished and ready for a professional environment.

8. Division of Tasks
  - A. Bridge program redefining
    - I. Opportunities Career Paths
      - a. Internal and external
      - b. Train externals and bring to transportation industry
    - II. Research on working with vendors
      - a. Contracts with schools
      - b. Policies & ethics – company standards?

9. Adjournment

- A. Team leader Avis Gibson adjourns the meeting.

## Action Items

## Next Meeting

The next meeting will be held on November 28, 2017.