

# Women & Girls

## GOVERNING COUNCIL

### **Breakout Session #3 December 20, 2017 Meeting Minutes (D-R-A-F-T)**

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Attendees:

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#### **MEETING SUMMARY**

- 1. Call to Order & Purpose of Internal Board**
  
- 2. The group was broken down further into 5 subcategories.**
  - A. Pay rate/compensation**
  - B. Posted positions: external vs internal**
    - I. Needs to be two different processes**
    - II. Years of service with Metro should count as something**
    - III. Reevaluated the automated system that accepts and rejects applicants**
  - C. Trade schools, certifications and Metro's reimbursement program**
    - I. Evaluate the Tuition Reimbursement Policy**
    - II. Explore partnerships with Metro and make sure those partnerships are fruitful**
    - III. In-house resources**
      - i. In which positions are women underrepresented?**
      - ii. Focus on positions that would have the biggest positive impact**
      - iii. Tests for positions are reviewed every year**
      - iv. Not enough women are applying for the male dominated positions**
        - 1. Women that want the positions and qualify are out there, they just aren't getting the notifications of the open positions**
        - 2. Mechanical component for the service attendant is based on stamina; it has been found that females tend to go out on worker's comp more often**
      - v. Can some requirements be replaced with on the job training?**
      - vi. How about providing study guides for the tests?**
      - vii. Why do some positions require a degree?**

1. Having extensive experience with Metro but no degree, how can that be counted?

D. Job descriptions and descriptions of minimum requirements

E. Reciprocity of time served – *this sub-issue has been removed*

Additional issues discussed:

F. When a woman takes a leave of absence to raise a family –

- I. tend to be grilled about what she did during all of that time away from a classic 9-5 type job
- II. during time off, volunteering doesn't count as anything and the experience gained is brushed aside

## Action Items

## Next Meeting

January 30, 2018