

Women & Girls

GOVERNING COUNCIL

Economic Development November 28, 2017 Meeting Minutes

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MEETING SUMMARY

1. Call to Order & Purpose of Internal Board.
2. Reminder: submit focus area recommendation by January.
3. There are 120 service attendant/mechanic positions available.
 - A. 600 applicants, 6 men and 2 women passed.
 - i. How are we recruiting?
 - ii. What's on the test?
 - iii. How can we assist more women to better prepare for these positions?
 - a. Minimum qualifications (MQ) what's on it?
HR revisit
 - Is there an affirmative action plan? If so, is it being followed? Is there quality control to ensure that this is vetted, validated, and there are checks & balances?
 - b. Breaking barriers between union transfers

- Allow job opportunities for internal interest also
 - Provide study guides to assist in transition to other departments
 - Shadowing could help
- c. Exposing them to get Auto mechanic license /1 year technical school
4. Reminder: Target focus recruiting Women and Girls into the Transportation Industry
 - A. Construction Workers
 - B. Small Businesses
 - C. Entrepreneurs
 5. Topic of interest is how to attract women and girls to transportation jobs.
 - A. Growing the future and impacting tomorrow
 - i. Start with girls in High Schools
 - ii. Economic & ecologic values
 - iii. Career path structure
 - B. March Women's Month
 - i. Celebrate women at work
 - ii. Host a W&G conference
 - iii. Host an event to invite school Principals, Vice Principals, and Counselors to present transportation job opportunities.
 - iii. Other events
 6. Contracts favorable towards women
 - A. Currently hiring 6.9% women
 - i. This percentage is too low. We are not hiring enough women.
 - ii. How can we ensure that we are also hiring women in non-trade positions such as Project Managers, Project Control, Schedulers, etc.?
 - iii. How can we get these contractors to become Full Time Employees (FTEs)?
 - iv. How can we get Disadvantaged Business Enterprises (DBEs) to do business with Metro?
 - a. Improve the economy
 - b. Assist with the development of women
 7. Education – exposing women and girls to careers in transportation.
 - A. Job Corps is a program we can look in to partnering with.
 - B. Coordinate with other government agencies to educate W&G
 - C. Flyers for career pathway
 - i. Offer curriculum that leads to the next level
 - ii. Sustainable program
 8. Group divided in 2 subcommittee groups Education & Contracts
 - A. Prepare Research & data for 1st recommendation
 - B. Develop ideas throughout the year for future recommendations

The Issue:

The Feedback:

Action Items

Introduce recommendations for next meeting.

Next Meeting

The next meeting will be held on December 20, 2017.