

**City of Schenectady
Affirmative Action Advisory Board
MINUTES
City Hall, Room 110**

September 15, 2016

MEMBERS PRESENT:

Dave Chetram, Vice Chair
Ellie Pepper, Secretary
Kanema Haynes
Angela Tryon
Adriel Linyear

MEMBERS ABESENT:

Hector Ramirez, Chair
Rev. Arnetta Dix
Jennifer Eaddy-Garvin

ALSO PRESENT:

Rachel Ward, Assistant City Corporation Council

Call to Order: The meeting was called to order at 6:15pm by Vice Chair, Dave Chetram

Guest Speaker: Miriam Cajuste was scheduled to present the most recent affirmative action report but cancelled at the last minute.

Approval of Minutes:

The July minutes were reviewed, motion to approve Ms. Tryon, 2nd by Ms. Haynes, accepted by unanimous vote. The August minutes were reviewed, motion to approve Ms. Haynes, 2nd by Mr. Linyear, accepted by unanimous vote.

Old Business: None

Committee reports: None

New business:

Police exam recruitment: Mr. Linyear reported on recent efforts as per information received from Affirmative Action Manager Miriam Cajuste:

As part of the a tri-city effort between Schenectady, Albany and Troy, funding has been pooled to identify radio stations, reach out to college campuses regarding upcoming exams, and create billboard ads on Erie and Broadway. The billboards will be “smart” billboards that will ping smartphones as they go by notifying of upcoming exams. While there is agreement that this is a step in the right direction, the city of Schenectady requires local recruitment efforts to ensure that those employed are from the area and understand the needs of Schenectady. Mr. Linyear reports that the Affirmative Action Office and the Schenectady Police Dept. are working together to host an open house for interested parties to ask questions. The open house will take place

at the police dept. There was discussion of the program at the high school level for those interested in becoming a fireman, maybe this could be done for those interested in becoming a police officer as well.

New Board members: Damonni Farley and Omoye Cooper. Adriel Linyear, Dave Chetram and Kanema Haynes have been reappointed for three year terms.

Meeting with Mayor McCarthy: Several board members met with the mayor on August 23rd as a follow up to our meeting in January about the annual report and our recommendations. On 9/5, Mr. Ramirez sent a letter outlining the meeting and our top three priorities; we await his response. This led to a lengthy discussion among members regarding frustration about the board's ability to effect any meaningful change related to affirmative action. We have no budget and no dedicated staff support so we can.

Recruitment and hiring: Has any formal policy been implemented as per our recommendation? Ms. Ward will research the matter and let Mr. Ramirez know if the policy that had been developed has been adopted and if it is being implemented.

Procurement: Are MWBE firms being given extra value under best value purchasing law as per our recommendations?

Discrimination and Complaint: We made very specific line by line recommendations for language changes to the policy, have any of these recommended changes been made?

Committee assignments:

We discussed new board member assignments to our committees. Ms. Ward gave suggestions as to the appropriate staff person each committee should go to for information and assistance.

Recruitment and Hiring: Angela Tryon, Adriel Linyear, Omoye Cooper

Staff: Tiffany White, Miriam Cajuste

MWBE: Ellie Pepper, Hector Ramirez, David Chetram

Staff: Tiffany White, Miriam Cajuste

Discrimination and Complaint: Kanema Haynes, Rev. Arnetta Dix, Damonni Farley

Staff: Tiffany White

ANNOUNCEMENTS:

None

ADJOURNMENT:

Meeting was adjourned at 7:35p.m.

The next meeting is scheduled for October 20th @ 6:00pm.

Submitted by Ellie Pepper