



Quorum = 3

**Economic Opportunity & Diversity Committee Meeting  
Tuesday, July 10, 2018, 10:30 a.m.  
DART Conference Room C - 1st Floor  
1401 Pacific Ave., Dallas, Texas 75202**

1. Approval of Minutes: May 22, 2018
2. \*Briefing on Disadvantaged, Minority, and Woman-Owned Business Enterprise Participation During the Second Quarter of FY 2018 (Dominique P. Torres/Jesse Oliver)
3. \*Briefing on Disparity Study (Dominique P. Torres/Jesse Oliver)
4. Identification of Future Agenda Items
5. Adjournment

**\*This is a Briefing Item Only**

**The Economic Opportunity & Diversity Committee may go into Closed Session under the Texas Open Meetings Act, Section 551.071, Consultation with Attorney, for any legal issues arising regarding any item listed on this Agenda.**

**This facility is wheelchair accessible. For accommodations for the hearing impaired, sign interpretation is available. Please contact Community Affairs at 214-749-2543, 48 hours in advance.**

*Chair – Dominique P. Torres*

*Vice Chair – Rick Stopfer*

*Members – Catherine S. Cuellar, and Amanda Moreno*

*Staff Liaison – Jesse Oliver*

**MINUTES  
DALLAS AREA RAPID TRANSIT  
ECONOMIC OPPORTUNITY & DIVERSITY COMMITTEE MEETING  
May 22, 2018**

The Dallas Area Rapid Transit **Economic Opportunity and Diversity Committee** convened at 12:34 p.m., Tuesday, May 22, 2018, at DART Headquarters, 1401 Pacific Avenue, Dallas, Texas, with Chair Moses Wilkins presiding.

The following Committee members were present: Faye Moses Wilkins, Dominique P. Torres, Catherine S. Cuellar, Amanda Moreno, and Rick Stopfer.

Other Board Members present: Michele Wong Krause, Gary Slagel, and Jonathan R. Kelly.

Others Present: Gary Thomas, Jesse Oliver, Scott Carlson, Gabriel Beltran, Michael Muhammad, Marcus Moore, Tammy Barrow, John Adler, Carmen Garcia, Nancy Johnson, and Yvette Martinez.

**1. Approval of Minutes: March 13, 2018**

**Hearing no objection, Chair Moses Wilkins stated the March 13, 2018, Economic Opportunity & Diversity Committee Minutes were entered into record as prepared.**

**2. \*Briefing on Senior Management Team Demographics and the Equal Employment Opportunity Plan**

Mr. Michael Muhammad, Vice President of Diversity including Employee and Labor Relations, briefed the Committee (slides on file with the Office of Board Support) as follows:

- Presentation Overview
- Equal Employment Opportunity Plan

Ms. Moreno expressed concern with the use of census data from 2010 and requested staff look into ways to integrate more current information into calculations.

Chair Moses Wilkins acknowledged Ms. Moreno's concern and stated staff will look into what can be done to address her concerns.

- EEO Plan Major Components
- DART's General EEO Responsibilities
- Specific Management Responsibilities
- Workforce Demographics by Race
- Workforce Demographics by Gender
- SMT Demographics by Race
- SMT Demographics by Gender
- Equal Employment Opportunity Commission's Required Job Categories
- DART's 2018-2022 EEO Workforce Goals

Ms. Wong Krause questioned if Pacific Islander was its own separate category. Mr. Muhammad confirmed that it was separate.

Ms. Torres inquired what the term "two or more" means. Mr. Muhammad replied the term means a person who identifies as more than one race, whatever the combination.

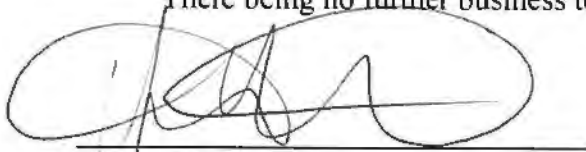
Ms. Wong Krause asked if a person could identify in more than one category. Mr. Muhammad replied no, a person has to identify as one race or select the option for "two or more".

**3. Identification of Future Agenda Items**

There were no future agenda items identified.

**4. Adjournment**

There being no further business to discuss, the meeting adjourned at 12:59 p.m.



Yvette Martinez  
Board Support Analyst

/ym

+Same Night Item

\*Briefing Item



# Agenda Report

**DATE:** July 10, 2018

**SUBJECT:** Briefing on Disadvantaged, Minority, and Woman-Owned Business Enterprise Participation During the Second Quarter of FY 2018

## **RECOMMENDATION**

This is a briefing item. No action is required at this time.

## **BUSINESS PURPOSE**

- The Economic Opportunity and Diversity Committee will be briefed on Disadvantaged, Minority and Woman-Owned Business Enterprise participation on DART contracts through the second quarter of Fiscal Year 2018.
- This briefing will help achieve the Board Strategic Priority 3: Optimize DART's influence in regional transportation.



# Agenda Report

**DATE:** July 10, 2018

**SUBJECT:** Briefing on Disparity Study

## **RECOMMENDATION**

This is a briefing item. No action is required at this time.

## **BUSINESS PURPOSE**

- The Economic Opportunity and Diversity Committee will be briefed on the purpose of a disparity study. The committee will also be briefed on the process for completing the disparity study and next steps.
- This briefing will help achieve the Board Strategic Priority 3: Optimize DART's influence in regional transportation.