



# Seattle Finance & Administrative Services

## Priority Hire Advisory Committee

### PHAC Meeting Notes

#### Priority Hire Advisory Committee (PHAC)

September 08, 2021 9 AM – 11:00 AM

#### Video Conference and Call-In

### Welcome and Purpose

Tali Hairston welcomed the committee and led a common good framework activity. Purpose stated on each agenda.

### PHAC Updates/Business

- ✓ PHAC voted to approve July 14, 2021 meeting minutes (as amended)
- ✓ Meeting format (virtual vs in person) the current virtual format of the PHAC meeting will continue through 2021.
- ✓ Seattle Schools CWA – no questions
- ✓ USDOT update – no questions

### PHAC Discussions

Recommendations to the city:

Worker pathway introduced and City shared the infographic on worker pathway to highlight the role PHAC plays in support of the pathway. Tali provided working agreements for the discussion and reiterated equity and common good framework encourages PHAC member contributions to the discussion represent their stakeholder groups experiences and perspective. During discussion themes around expanding worker supports and belonging emerged, along with improving systems for getting information to workers and stakeholders. Additionally, a vote taken over email will be sorted in order for the following PHAC recommendations:

- Promote social support networks/affinity groups and mentorship (can help reduce chemical dependency, supports positive mental health)
- Increase diverse representation- “You need to see it to be it” – promote diverse representation at all construction workforce levels (leadership training)
- Providing recognition/awards – show of appreciation and success
- Training to improve work site culture, increase messaging of belonging on a jobsite
- Continue support for drivers licensing issues
- Provide a training platform for coordinators and contractors, emphasize and promote available resources
- Utilize RPAC and liaisons from among stakeholders to promote and connect workers to services
- Expand awareness of available resources and create shared understanding of common industry barriers.
- Increase awareness of housing instability
- Increase education and access to transportation options and gas cards
- Increase Resource Awareness of chemical dependency/mental health/counseling services



**Seattle**  
**Finance &**  
**Administrative Services**

**Priority Hire Advisory Committee**

**PHAC Member Attendees**

Joe Carter	United Black Christian Clergy	John Salinas II	Salinas Construction
Karen Dove	ANEW	Patrice Thomas	Technical Advisor
Andrea Ornelas	Laborers Local 242	Sonja Forster	AGC
Melanie Parrett	Hot Mix Pavers	Halene Sigmund	CITC
Abdi Hashi	Community Rep	<b>Not in attendance:</b>	
Jerry Jordan	PACT	Michael Woo	Community Rep.
Marilyn Kennedy	OPCMIA 528	Steve Petermann	TRAC Construction
		James Faison	NAMC
Chris McClain	Ironworkers Local 86		
Michelle Merriweather	Urban League of Met. Seattle		
Jamal Middlebrooks	PNW Regional Council of Carpenters		

**Consultation**

Tali Hairston	Consultant/Facilitator
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**City Representatives**

Anita Adams	FAS	Jesse Gilliam	FAS
Liz Alzeer	FAS	Anna Pavlik	FAS
Jeanne Fulcher	FAS		