



**CITY OF MIRAMAR
INTEROFFICE MEMORANDUM**

TO: Mayor, Vice Mayor, & City Commissioners

FROM: Dr. Roy L. Virgin, City Manager 

BY: Kanika Stamp, Chief HR Officer/ Director of Human Resources

DATE: March 12, 2026

RE: Temp. Reso. No. 8641 – Ruth Bader Ginsburg (RBG) Board Advisory Update

1. Introduction

- Staff Liaisons and Contact Information:

Staff Liaison	Phone	Email
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- Purpose of the Report: Recap of board meeting activities.
- Background of the Advisory Board: The Ruth Bader Ginsburg (RBG) Board, was established in September 2020 to serve in an advisory capacity through use of research studies, reports and by providing recommendations with respect to all matters pertaining to the status of women within the City of Miramar.
- Scope of the Report: This report will discuss the latest goals, objectives, and discussions at the monthly meetings.

2. Board Composition

- Members and Appointments:

Board Member	Role	Appointment
Janine Alleyne-Maragh	Staff, Board Chair	6/4/2025
Tammy Reed	Resident, Vice-Chair	5/17/2025
Hawa Waugaman	Resident, Member	6/4/2025
Shenique B. Nagelbush	Resident, Member	5/7/2025
Vacant		

- Member Qualifications: RBG Board members are all Miramar Residents and provide a wealth of knowledge and expertise gained through their work in leadership roles in Broward and Miami-Dade County Public Schools, small business entrepreneurship, and by serving in varying capacities for multiple boards and service organizations.
- Attendance Records: In general, attendance has been stable with most board members fully engaged and dedicated to the success of the board.

3. Meetings and Activities FY26 - Q1 and Q2 (October - March)

- The October 2025 meeting will include two new board members. Ms. Stampf gave a brief history of the board, including its establishment, noting that it was the brainchild of Vice Mayor Colbourne. The purpose of the board was to assess the current status of female employees within the City, identify opportunities to elevate them to the same standing as their male counterparts, recognize their contributions, and recommend necessary changes along with strategies for implementation.
- At the November 20, 2025, meeting, guest speakers City Clerk Denise Gibbs and Deputy City Clerk Frederika DeJean delivered PowerPoint presentations covering topics such as Sunshine Law, Public Records Law, the role of Advisory Board members and liaisons and key do's and don'ts. This information was also included in the welcome packet distributed to each board member on the day they were sworn in.
- The December 2025 meeting was canceled due to members' votes to defer said meeting to January 2026 due to the holidays.
- During the January 2026 meeting, Vice Mayor Colbourne attended and welcomed the new board members. She thanked them for their continued service and commitment to the Commission on the Status of Women, an initiative she was instrumental in establishing and one that remains especially meaningful to her.
- At the February 2026 meeting, the Staff Liaison reached out to FIU regarding the recommendations from the updated report and a vacancy on the Board. Miramar Women's Empowerment Luncheon is scheduled for March 13th, 2026.
- The March meeting was canceled following a vote by members during the RBG meeting held on Thursday, February 19, 2026, as several members indicated they would be out of town, and a quorum would not be available. Additionally, a presentation on the RBG Commission on the Status of Women was delivered to the City Commission during the March 4th Commission meeting, providing an overview of the Board's purpose, ongoing initiatives, and future objectives.

4. Accomplishments and Outcomes

- Major Accomplishments: Through the research report performed by F.I.U, the board identified departments within the City of Miramar in which women in leadership positions were lacking in comparison to men. Through this realization, the board recommended a spotlight be placed on departments such as Public Safety and Information Technology to improve the gender gap. Since 2022, several women have been promoted and/or hired into leadership positions in Police (i.e., Major, Assistant Chief and Deputy Chief); Information Technology (i.e., IT Manager), and the City Manager's office (Chief Human Resources Officer, Chief Public Safety Officer, Chief of Staff).
- Impact: These actions have positively impacted the City's workforce and has established a culture of gender equity.

5. Challenges and Lessons Learned

- Challenges Faced: The 2022 Status of Women research report utilized data from 2020 which could be considered slightly stale data.
- Lessons Learned: The board will consider how major counties such as Broward and Miami-Dade are working towards gender equity and the mechanisms established in hopes of leveraging best practices.

6. Financial Overview

- Budget Summary: The Board does not have a budget nor directly spend any funds. The board is considering frequency in which to engage with Florida International University for regular research reports on the status of women in the City of Miramar.
- Funding Sources: These costs would come from the current Human Resources Department budget.
- Financial Management: Funds are budgeted in the Human Resources Department for professional consulting services.

7. Future Plans and Recommendations

- Upcoming Projects: The Board will engage with F.I.U. in 2026 for an updated Status of Women Report to see more recent data highlighting the improvements and the areas of concern. Expected engagement will be in the Summer of 2025
- Strategic Goals: To help the City of Miramar to become a CEDAW City (The Convention on the Elimination of All Forms of Discrimination Against Women). The board is currently reviewing reports and ordinances put in place by Miami-Dade and Broward County for insight into best practices.

- Recommendations: The board recommends continuing to evaluate policies, programs, and initiatives that promote gender equity and support opportunities for women within the City's workforce.

8. Conclusion

- Summary: The RBG Board continues to work toward developing long-term strategies to ensure that issues affecting women remain a priority within the City of Miramar. Over the coming months, the Board will prepare a presentation for the City Commission outlining its findings and future recommendations to support the City's efforts toward becoming a CEDAW City and advancing gender equity within the community.