

ORDINANCE No. 188332

Extend the City 2013-2017 Equal Employment Opportunity Affirmative Action Plan for six additional months to December 31, 2017 (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The historic experience of the City of Portland (the City), in providing the opportunity for full and equal participation of women and minorities in employment opportunities offered by the City under Affirmative Action, has demonstrated the value of such efforts with regard to increasing the effectiveness of the workforce and improving the work environment in the City; and
2. The development and implementation of an effective Affirmative Action Plan linked to a comprehensive business strategy of diversity development provides the best opportunity for the City to improve the delivery of services to its diverse citizens; and
3. This City Affirmative Action Plan uses census and City personnel data to compute availability of women and minorities within various job groups and identifies where underutilization may be occurring, indicating a need for additional affirmative action efforts; and
4. Compliance with Affirmative Action and Equal Employment Opportunity legislation, rules, and policies establishes direction, provides guidelines and supports organization change, increases diversity and cultural competency in the workforce, and reduces discrimination and harassment in the workplace; and
5. The City is a recipient of federal funding and is subject to review under various Equal Employment Opportunity compliance guidelines in accordance with Executive Order 11246, as amended 30 F.R. 12319, and title VI of the Civil Rights Act of 1964.

NOW, THEREFORE, the Council directs:

- a. The City of Portland 2013-2017 Equal Employment Opportunity Affirmative Action Plan is extended for an additional six months to December 31, 2017, and shall be annually reviewed and updated and/or revised as needed.

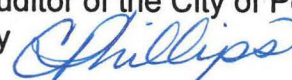
- b. The City of Portland 2013-2017 Equal Employment Opportunity Affirmative Action Plan takes precedence over any existing plans relating to equal employment opportunity and affirmative action employment practices.
- c. This ordinance is binding City policy.

Passed by the Council: APR 26 2017

Mayor Ted Wheeler
Office of Management and Finance
Prepared by: Anna Kanwit: EN
Date Prepared: April 3, 2017

Mary Hull Caballero
Auditor of the City of Portland

By



Deputy

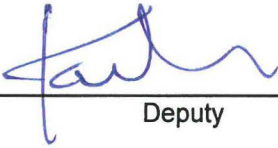

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Agenda No.
ORDINANCE NO.
 Title

188332

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INTRODUCED BY Commissioner/Auditor: Mayor Ted Wheeler	CLERK USE: DATE FILED <u>APR 11 2017</u>
COMMISSIONER APPROVAL Mayor—Finance & Administration - Wheeler KOD Position 1/Utilities - Fritz Position 2/Works - Fish Position 3/Affairs - Saltzman Position 4/Safety - Eudaly	Mary Hull Caballero Auditor of the City of Portland By: <u></u> Deputy
BUREAU APPROVAL Bureau: Human Resources Bureau Head: Tom Rinehart/ Anna Kanwit <u></u>	ACTION TAKEN: APR 19 2017 PASSED TO SECOND READING APR 26 2017 9:30 A.M.
Prepared by: Elisabeth Nunes Date Prepared: April 3, 2017	
Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/>	
Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
City Auditor Office Approval: required for Code Ordinances	
City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter	
Council Meeting Date 4/19/17	

AGENDA TIME CERTAIN <input type="checkbox"/> Start time: _____ Total amount of time needed: _____ (for presentation, testimony and discussion)	FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
CONSENT <input checked="" type="checkbox"/> REGULAR <input type="checkbox"/> Total amount of time needed: _____ (for presentation, testimony and discussion)		YEAS	NAYS
	1. Fritz	1. Fritz <input checked="" type="checkbox"/>	
	2. Fish	2. Fish <input checked="" type="checkbox"/>	
	3. Saltzman	3. Saltzman <input checked="" type="checkbox"/>	
	4. Eudaly	4. Eudaly <input type="checkbox"/>	
	Wheeler	Wheeler <input checked="" type="checkbox"/>	