

RESOLUTION No. **371 80** As Amended

Direct the City of Portland to implement the Charles Jordan Standard, also known as the Rooney Rule, when making direct appointments (Resolution)

WHEREAS, The Rooney Rule, formulated by Daniel Rooney, chairman of the Pittsburgh Steelers football team in the National Football League “NFL”, requires every NFL team with a coach or general manager opening to interview at least 1 minority candidate;

WHEREAS, the Rooney Rule has been successful in increasing minority representation among the higher leadership positions in professional football, as shown by the fact that in the 80 years between the hiring of Fritz Pollard as coach by the Akron Pros and the implementation of the Rooney Rule in 2003 there were only 7 minority head coaches but since 2003 there have been 13 minority head coaches;

WHEREAS, the Charles Jordan Standard (“CJS”), named after Charles Jordan, City of Portland’s first African-American Commissioner, longtime parks director, and a champion of diversity and equity , and based on the Rooney Rule from the NFL, similarly encourages City of Portland to establish a good faith effort policy to identify minority candidates by implementing a plan of Commissioners in Charge to interview qualified minority candidates and qualified candidates who identify as a person with a disability for openings at the bureau director level and above.

WHEREAS, the increased exposure and resulting increased advancement of diverse qualified candidates and qualified candidates who identify as a person with a disability would result in gains by all people of the City of Portland through diverse experiences, ideas and stronger economic opportunities:

WHEREAS, All Bureau Directors for the City of Portland are considered at will employees, outside the classified service. Consequently for all bureaus within their portfolio the Commissioner in Charge may either directly appoint the bureau director or may utilize a more formal recruitment process, generally through the Bureau of Human Resources.

NOW THEREFORE, City Council shall take an affirmative step to promote equity and inclusion when hiring a Bureau Director through a recruitment process, to require the Commissioner in Charge or their designee, to interview the highest qualified minority candidates, the highest qualified women candidates, and the highest qualified candidates who identify as a person with a disability, with the number of qualified candidates chosen at the discretion of the Commissioner in Charge; and

BE IT FURTHER RESOLVED, when hiring a Bureau Director through a direct appointment process the Commissioner in Charge is not obligated to interview qualified minority candidates or qualified candidates who identify as a person with a disability [if the Commissioner has already identified the ideal candidate they believe is the most qualified for the appointment and the Commissioner does not intend to interview multiple candidates.]

BE IT FURTHER RESOLVED, that Commissioners will report on the process chosen for Bureau Director selection, including the number of minorities, women, and people with disabilities interviewed, concurrently with the Direct Appointment Report for direct hires within bureaus and Council offices; and

BE IT FURTHER RESOLVED, that the Bureau of Human Resources shall investigate hiring a company with expertise in recruiting minorities, women, and people with disabilities to assist in recruitment and hiring of Bureau Directors and upper management positions listed as open recruitments; and

BE IT FURTHER RESOLVED, that this Standard is binding city policy.

Adopted by the Council: JAN 06 2016

Commissioner Mayor Charlie Hales
Prepared by: Diana Nuñez
Date Prepared: 12/18/15

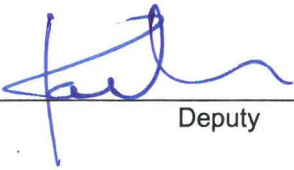
Mary Hull Caballero
Auditor of the City of Portland

By 
Deputy

Agenda No. **RESOLUTION NO. 37180**

Title

Direct the City of Portland to implement the Charles Jordan ~~Rule~~, also known as the Rooney Rule, when making direct appointments (Resolution) *Standard*

<p>INTRODUCED BY Commissioner/Auditor: Mayor Charlie Hales</p> <p>COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Hales <i>JAA</i></p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Novick</p> <p>BUREAU APPROVAL</p> <p>Bureau: Mayor's Office <i>JR</i> Bureau Head: Mayor Charlie Hales</p> <p>Prepared by: Diana Nuñez & Anna Kanwit Date Prepared: 12/18/2015</p> <p>Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p> <p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>City Auditor Office Approval: required for Code Ordinances</p> <p>City Attorney Approval: required for contract, code, easement, franchise, charter, Comp Plan <i>SPK</i></p> <p>Council Meeting Date 01/06/2015</p>	<p style="text-align: right;">DEC 29 2015</p> <p>CLERK USE: DATE FILED _____</p> <p style="text-align: center;">Mary Hull Caballero Auditor of the City of Portland</p> <p>By:  _____ Deputy</p> <p>ACTION TAKEN:</p>
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AGENDA
<p>TIME CERTAIN <input checked="" type="checkbox"/> Start time: 2:00pm</p> <p>Total amount of time needed: 60 min. <i>lotz</i> (for presentation, testimony and discussion)</p>
<p>CONSENT <input type="checkbox"/></p>
<p>REGULAR <input type="checkbox"/> Total amount of time needed: _____ (for presentation, testimony and discussion)</p>

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	✓	
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman	✓	
4. Novick	4. Novick	✓	
Hales	Hales	✓	