

IMPACT STATEMENT

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

Contact name: Anna Kanwit, Director of Bureau of Human Resources

Contact phone: 503-823-3506

Presenter name: Anna Kanwit, Sam Sachs

Purpose of proposed legislation and background information:

The Rooney Rule was implemented in 2003 in the NFL for the purpose of identifying, interviewing and hiring qualified minority candidates for head coaching positions of NFL teams. The Jordan Rule (named after Charles Jordan), similar to the Rooney Rule help ensure qualified minority candidates are identified, interviewed in the hopes of being hired as a direct appointment. This resolution would support OEHR strategic vision and the Citywide Racial Equity Goals and Strategies.

Financial and budgetary impacts:

No Financial Impacts

Community impacts and community involvement:

The Jordan Rule/Rooney Rule will help in increasing minority representation among higher leadership positions within the City of Portland Bureaus and Commissioners offices.

Budgetary Impact Worksheet

Does this action change appropriations?

- YES: Please complete the information below.
- NO: Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount

AMENDMENTS FOR AGENDA ITEM NO. 23:

Commissioner Fritz amendments to Charles Jordan Rule:

Motion #1 Moved by Fritz and seconded by Fish:

1. 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 ~~any~~ the highest qualified minority candidates, and ~~any~~ 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

Vote #2: Y-5

Motion #2 Moved by Fritz and seconded by Fish:

2. 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

Vote #3: Y-5

Motion #3 Moved by Fritz and seconded by Fish:

3. Add additional Be It Further Resolved: 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.

Vote #4: Y-5

Motion #4 Moved by Fritz and seconded by Fish:

4. Add additional Be It Further Resolved: 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.

Vote #5: Y-5

Mayor Hales amendment to Charles Jordan Rule:

Motion #5 Moved by Hales and seconded by Saltzman:

Refer to the Charles Jordan Rule (CJR) as the Charles Jordan Standard (CJS).

Vote #1: Y-5

Commissioner Fritz amendment to Charles Jordan Rule:

Motion #6 Moved by Fritz and seconded by Fish:

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

Vote #6: Y-5

*- NF 2nd*Commissioner Fritz amendments to Charles Jordan Rule:

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2. 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. If there is more than one qualified candidate, the Commissioner in Charge or designee retains the discretion to determine the number of qualified candidates who will be interviewed; and *- NF 2nd*
3. Add additional Be It Further Resolved: 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. *- NF 2nd*
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Wednesday January 6th 2015
2pm Time Certain

Mayor Charlie Hales Amendments for:

Resolution #23 Direct the City of Portland to implement the Charles Jordan Rule, also known as the Rooney Rule, when making direct appointments

#1

Refer to the Charles Jordan Rule (CJR) as the Charles Jordan Standard (CJS)