

RESOLUTION No. 37235

Adopt the Strategic Plan to Implement the 2012 Model Employer Resolution (Resolution)

WHEREAS, the May 2012 Model Employer Resolution committed the City to increase employment opportunities for persons who identify as having a disability and to create a welcoming and inclusive environment; and

WHEREAS, demographic data shows that only 2.01% of the City's workforce identifies as a person with a disability, far below the Federal government target of 7%; and

WHEREAS, as a model employer the City values a workforce that is representative of all the communities it serves and is committed to supporting employment and retention of persons with disabilities; and

WHEREAS, the Bureau of Human Resources (BHR) is the lead bureau in this effort and since May 2012 has accomplished the following: met regularly with the employment sub-committee of the Portland Commission on Disability, conducted an anonymous survey to assess the City's current employment of, and capacity to serve, employees with disabilities, partnered with Incight to host annual job fairs focused solely on employment opportunities for persons who identify as having a disability and increased the City's outreach resources to persons with disabilities; and

WHEREAS, the Model Employer Resolution committed the City to develop a Strategic Plan to hire job seekers with disabilities and provide support for employees with disabilities; and

WHEREAS, given the limited progress the City has made implementing the Model Employer resolution, a new approach is needed to realize the goals of that resolution; and

WHEREAS, the Strategic Plan to Implement the 2102 Model Employer Resolution (Exhibit A) focuses the City's efforts on four major objectives to enable the City to become a model employer: Organizational Commitment and Leadership, Community Access and Partnerships, Outreach and Recruitment, and a More Representative Workforce; and

WHEREAS, the Strategic Plan identifies key partners in this effort with BHR including, the Office of Equity and Human Rights, whose mandate includes addressing equity for persons with disabilities, the Office of Neighborhood Involvement, the Bureau of Environmental Services and the Bureau of Parks and Recreation; and

WHEREAS, an additional one and one-half positions are needed to facilitate implementation of the Strategic Plan;

NOW THEREFORE, BE IT RESOLVED; That City Council adopts the Strategic Plan attached to this resolution and identified as Exhibit A; and

BE IT FURTHER RESOLVED; The Bureau of Human Resources will include in its budget request for Council consideration in Fiscal Year 2016-2017 an additional one and one-half positions to facilitate implementation of key components of the Strategic Plan.

V101

37235

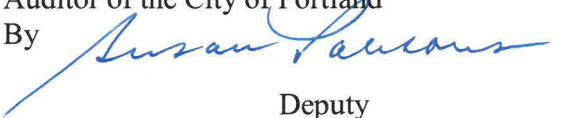
38278

Adopted by the Council: SEP 14 2016

Mayor Charlie Hales
Prepared by: Anna Kanwit
Date Prepared: August 29, 2016

Mary Hull Caballero
Auditor of the City of Portland

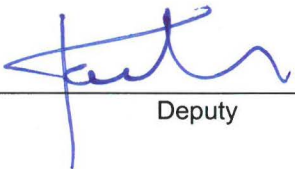
By



Deputy

Agenda No.
RESOLUTION NO. 37235
Title

Adopt the Strategic Plan to Implement the 2012 Model Employer Resolution (Resolution)

<p>INTRODUCED BY Commissioner/Auditor: Mayor Charlie Hales</p>	<p>CLERK USE: DATE FILED <u>SEP 06 2016</u></p>
<p>COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Hales</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>Mary Hull Caballero Auditor of the City of Portland</p> <p>By:  Deputy</p>
<p>BUREAU APPROVAL</p> <p>Bureau: OMF\BHR OMF CAO: Fred Miller <i>Fred Miller</i> Bureau Head: Anna Karwit <i>A</i></p> <p>Prepared by: Anna Karwit Date Prepared: August 29, 2016</p>	<p>ACTION TAKEN:</p>
<p>Impact Statement</p> <p>Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p>	
<p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document.</p> <p>Yes <input type="checkbox"/> No <input checked="" 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</p>	
<p>Council Meeting Date September 14th 2016</p>	

AGENDA

TIME CERTAIN
Start time: 9:45 AM

Total amount of time needed: 45 minutes for both resolutions
(for presentation, testimony and discussion)

CONSENT

REGULAR
Total amount of time needed: _____
(for presentation, testimony and discussion)

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