



Request for City Council Committee Action from the Department of Human Resources

Date: October 7, 2009
To: Executive Committee
Referral to: Ways and Means/Budget Committee
Subject: Updating the Affirmative Action Plan

Recommendation:

The Executive Committee approves and refers to Ways & Means the attached updated Affirmative Action Plan.

Previous Directives:

In 1983, the Minneapolis City Council adopted Title 7 (Civil Rights), Chapter 139.70, which established the requirement that "all city departments, boards, commissions or agencies shall develop affirmative action plans, including goals and timetables for the hiring, promoting and retention of minorities, women, and persons who are handicapped, and for the purchase of goods and services from women and minorities." Additionally, this ordinance, through the Department of Civil Rights, requires city contractors to develop and implement an Affirmative Action Plan that ensures equality of opportunity to all people.

Department Information

Prepared by: Miriam Vaughn-Lee, Director, Employment, Development and Diversity

Approved by: _____
Pam French, Director Human Resources Steven Bosacker, City Coordinator

Presenters in Committee: Pam French, Director of Human Resources and Miriam Vaughn-Lee, Director, Employment, Development and Diversity

Reviews

- Permanent Review Committee (PRC): Approval N/A Date _____
- Civil Rights Approval Approval N/A Date _____
- Policy Review Group (PRG): Approval N/A Date _____

Financial Impact

Action is within the Business Plan

Community Impact

- One Minneapolis
- Life Long Learning – Second to None
- Connected Communities
- A Premier Destination

Supporting Information

The City of Minneapolis is not generally required to submit an Affirmative Action Plan to any federal regulatory agency. However, the City receives federally funded grant money in several of its departments, (namely CPED, DHFS, MPD and MFD), which requires a Certificate of Compliance issued by the U.S. Department of Justice and Minnesota Department of Human Rights. The Certificate of Compliance requires that the receiving party have an approved Affirmative Action Plan in place.

Implementation of our Affirmative Action Plan will increase the representation of people of color and women. However, a less focused and more effective approach, which includes addressing the changes needed in the work culture, will ensure that diversity is sustainable for the long-term. In order to accomplish this, the Human Resources Department is developing a strategic diversity plan that includes and supports the Affirmative Action Plan with leadership development, cultural awareness and competence, targeted recruiting, mentoring, intern and talent management programs.