



BOARD/COMMISSION RECOMMENDATION

Hispanic/Latino Quality of Life Resource Advisory Commission

Recommendation Number: 20150610-003-3 : Discussion and possible action to recommend that the City Council consider the following resolutions.

BE IT RESOLVED that the Hispanic/Latino Quality of Life Resource Advisory Commission requests that the Austin City Council:

Recommend the creation of a City of Austin Diversity Office and incorporate into the budget recommendation for FY2015-2016

Date of Approval: 6/10/2015

Record of the vote:

Motion by Vice Chair Emilio Zamora and seconded by Commissioner Isabel Lopez-Aguilar. The item was approved unanimously.

Attest: _____

(Staff or board member can sign)

Background Information: The Commission recommends that the City establish an Office of Diversity to address human rights and equity issues in an increasingly diverse population. The Office of Diversity should convene a committee of representatives from the world of business, labor, non-profits, and ethnic community organization in a collaborative effort to develop a strategic plan that establishes mission and vision statements with short-range goals and objectives. This office and committee should be representative of the demographics of the City of Austin. Although the committee will give final definition to the Office of Diversity, it should be able to propose to the City Council policy recommendations to insure equity and fairness in all matters related to city governance and to publicly advocate tolerance and respect without regard for religion, race, color, national origin, age, disability, sexual orientation, gender, and socio-economic status. In short, the Office of Diversity should support, protect, and ensure basic human rights for all Austin residents. Our diverse community is expanding and the City of Austin has the responsibility to serve as a source of advocacy and recourse among its residents who deserve to be treated equally in the eyes of the law and by their fellow Austinites. Possible goals could include: a) promoting legal rights for all residents (e.g., a nondiscrimination ordinance in housing, realty, employment, public accommodation, and city activities; b) advancing an appreciation for diversity (e.g., a public education program that educates residents who may be at risk of becoming victims of discrimination about their rights and responsibilities); c) modeling the value of a diverse city work force (e.g., develop a comprehensive plan to recruit and retain a diverse workforce to

benefit from a full range of backgrounds, viewpoints, and approaches); d) collaborate with community groups to promote diversity and combat discrimination (e.g., work with businesses, community organizations, and other to implement the goals and practices of the Office of Diversity); and e) generate resources necessary to implement the strategic plan (e.g., identify available federal, state, and private grants and prepare proposals to fund the diversity program). The budget for this item would be \$305,000.00.