



## **BOARD/COMMISSION RECOMMENDATION**

### **Human Rights Commission**

#### **Recommendation Number: 2016725-4a: Chief Equity Officer Creation & Hiring**

WHEREAS, the Austin City Council ("Council") approved the creation of a City Equity Office ("Office"); and

WHEREAS, the City budgeted \$183,000 for the Office; and

WHEREAS, the City of Austin is currently engaged in a search for a Chief Equity Officer ("Officer"); and

WHEREAS, the City of Austin Human Rights Commission's bylaws state that the Commission shall advise and consult with the city council on all matters involving racial, religious, or ethnic discrimination, and devise practices to promote equal opportunity;

NOW THEREFORE BE IT RESOLVED, that the Human Rights Commission provides the following suggestions for the creation and operation of the Equity Office to the City Manager:

1. Develop or utilize an existing Equity Assessment Tool ("Tool") for use by Council and by the various departments within City government and provide the public with a detailed explanation of what the Tool is supposed to do and how it is supposed to work. Provide that information in multiple languages.
2. The scope of the Office's equity protections should be broad and include all classes protected under City Code.
3. Develop Mission, Vision, and Values Statements, as well as Office priorities, in consultation with members of the public, stakeholders, City employees, and various Boards and Commissions that have an interest in equity issues.
4. Create specific guidelines and policies in connection with the Tool's use and provide Council with an annual written report ("Annual Report") detailing the Office's work over the previous year.
5. Work with an 11-member Citizen's Review Panel (nominated by Mayor and Council Members) which will be responsible for:
  - a. investigating any complaints relating to the City's alleged use/nonuse of the Tool, and
  - b. providing its own response to the Office's Annual Report.
6. That the Office shall publish the Officer's official calendar by posting a copy of it on the City's website.

Date of Approval: July 25, 2016

Record of the vote: Motion by Commissioner Brown, second by Commissioner Normand, adopted 7-0-2; Commissioners Buls and Casas abstain, Commissioners Miguez and Royall absent.

Attest: \_\_\_\_\_

*Jonathan B. B. B.*