



BOARD/COMMISSION RECOMMENDATION

Commission for Women

Recommendation Number: (20161219-003A): CANDIDATE REQUIREMENTS FOR THE CITY MANAGER AND POLICE CHIEF

WHEREAS, The City of Austin Commission for Women (Commission for Women) serves as an advisory body to the city council and City Manager concerning the hardships and struggles of women in the Austin area, and shall make recommendations designed to alleviate any inequities that may confront women in social, economic, and vocational pursuits; and

WHEREAS, The City of Austin will hire a new City Manager who will direct all departments, including the Austin Police Department (APD), and given the history of blatantly sexist third-party training focused specifically on working with women elected to the city council, the complaints from City of Austin staff regarding pay based on gender inequality and internal training programs demonstrating a bias against women, and the rape kit backlog of more than 500; and

WHEREAS, The City of Austin will hire a new Police Chief who will direct all activities of APD, including oversight of the back log of more than 500 rape kits, the inability of the APD to process new rape kits because of crime lab dysfunction, and the general treatment of sexual assault victims by APD;

NOW, THEREFORE, BE IT RESOLVED that the Commission for Women recommends that the new City Manager and Chief of Police for the City be aware of the previous behaviors, training, and general disregard for gender equity in pay and treatment, and fully understand that moving forward such past behaviors will not be tolerated. The hiring of these two high-profile leadership positions provides an opportunity for Austin to show immense leadership, specifically in closing the gender divide that previously garnered the City national public attention and polarized women in the community.

BE IT FURTHER RESOLVED that the Commission for Women recommends that community engagement be a critical function of the vetting of the City Manager and Police Chief candidates, building upon the hiring process used with the Chief Equity Officer position, where the Commission for Women had a place at the table. There is significant opportunity for impact regarding the top down attitude of the City Manager and Police Chief relative to addressing women-specific issues, both internally and externally in the City of Austin.

Date of Approval: 12-19-2016

Record of the vote: Unanimous on a 7-0 vote.

Attest: 

(Staff or board member can sign)