



**JOINT INCLUSION COMMITTEE RECOMMENDATION 20221207-011:
Leadership Appointments**

Date: December 7, 2022

Subject: Leadership Appointments

Recommendation to Council

WHEREAS, the Joint Inclusion Committee (“Committee”) of the City of Austin (“City”) advises City Council (“Council”) on issues pertaining to diversity and inclusion; and

WHEREAS, the City’s Equity Office and Office of Police Oversight have leadership vacancies, which are in the in the early stages of being filled; and

WHEREAS, these leadership positions oversee city departments responsible for building public trust and addressing issues related to quality of life, racial equity, human rights, police misconduct, community engagement, transparency, and accountability; and

WHEREAS, the Committee views a rigorous community engagement effort, particularly with communities which are historically underrepresented, as essential to the hiring process for these leadership positions;

NOW, THEREFORE, BE IT RESOLVED that the Committee recommends that City Council direct staff to incorporate the following considerations in the hiring process for the Equity Office and Office of Police Oversight leadership positions:

- That community engagement be a priority in the hiring of candidates,
- That community engagement occur early and throughout the hiring process rather than solely with the candidate finalists,
- That the community engagement effort includes gathering input from underrepresented communities,
- That the candidates pool be representative of the communities served by these Offices, and,
- That candidates be assessed and selected based on their experience, track record, and performance related to issues surrounding gender and racial equity, diversity, and inclusion.

JOINT INCLUSION COMMITTEE RECOMMENDATIONS 20221207-011: ON LEADERSHIP APPOINTMENTS

VOTE

For:

- Hanna Huang – Asian American Quality of Life Advisory Commission
- Rebecca Austen – Commission for Women
- Juan Vences-Benitez – Commission on Immigrant Affairs
- Amy Temperley – Commission on Aging
- Raul Alvarez – Early Childhood Council
- Amanda Afifi – Hispanic/Latino Quality of Life Resource Advisory Commission
- Idonna Griffith – Human Rights Commission
- Charles Curry – LGBTQ+ Quality of Life Advisory Commission
- Robin Orłowski – Mayor’s Committee for People with Disabilities

Against: None.

Abstain: None.

Absent:

- Gregory Smith/Serita Fontanesi – African American Resource Advisory Commission

Attest: Jeremy Garza, Staff Liaison, Equity Office:

X Jeremy Garza 12/07/2022