



RECOMMENDATION

Commission for Women

Recommendation Number 20230405-012: City Manager Appointment

WHEREAS, the Commission for Women (“Commission”) of the City of Austin (“City”) serves as an advisory body that advocates for and inspires the City Council (“Council”) and City Manager to prioritize women’s quality of life, so that Austin becomes the most equitable city in the nation for women and girls; and

WHEREAS, the City Manager position was vacated in February, 2023 and is currently held by an interim City Manager; and

WHEREAS, the City Manager oversees departments citywide responsible for building public trust and addressing issues that affect women and girls related to quality of life, gender and racial equity, human rights, public safety, health, affordability, economic opportunity, mobility, housing and homelessness, child care, and more; and

WHEREAS, the Commission views a rigorous community engagement effort as essential to the hiring process for the City Manager, particularly with communities which are historically underrepresented, and with those who experience disparities at the intersection of gender, gender identity, sexual orientation, race, ethnicity, age, ability, and other identities;

NOW, THEREFORE, BE IT RESOLVED that the Commission recommends the following in the hiring of the City Manager:

- That community engagement be a priority in the recruiting and hiring of candidates,
- That community engagement occurs 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 candidate pool be representative of the City, with diversity of gender, identity, sexual orientation, race, ethnicity, and other identities,
- 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.

Date of Approval: Wednesday, April 5, 2023

Record of the vote: Unanimous on an 6-0 vote

Attest: *Tabitha Taylor*

(Staff Liaison, Tabitha Taylor)

For: Chair Rebecca Austen, Neva Fernandez, Diana Melendez, Priscilla Cortez, Julie Glasser,
and Jocelyn Tau