

Text of Legislative File 32433

RES-

Title

Extending the City of Madison Affirmative Action Plan until December 2015.

Body

WHEREAS, the City of Madison and Common Council is dedicated to diversifying its workforce to be representative of the community; and

WHEREAS, there is a current resolution (File Number 31739) pending with the Affirmative Action Commission and Common Council declaring its intent to continue to improve the balance of women, people of color, and people with disabilities employed by the City of Madison and further streamline the reporting process; and

WHEREAS, the City of Madison's current Affirmative Action Plan expires on December 31, 2013; and

WHEREAS, the City of Madison adopted Resolution RES-13-00828 declaring its intent to adopt an equity impact model; and

WHEREAS, Resolution RES-13-00828 prioritized increasing diversity in department staff; and

WHEREAS, an equity impact model will impact the scope and content of Affirmative Action Plans; and

WHEREAS, the Department of Civil Rights and many other departments are assisting with developing the equity impact model;

BE IT RESOLVED that the current Affirmative Action Plan for the City of Madison be extended until December 2015 when it will fully incorporate the results of the equity impact work.

BE IT FURTHER RESOLVED that City of Madison Departments will perform yearly reporting on the current plan incorporating equity where possible through consultation with the Department of Civil Rights, Public Health, and other relevant agencies, as well as future goal setting to the Department of Civil Rights in preparation for finalizing the 2015 plan.