

Reply to Common Council File No. 020823  
From DOA-Budget and Management Division

July 28, 2003

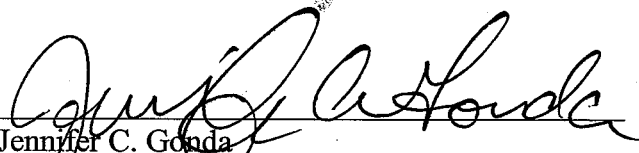
Ref: 02013 (55)

Common Council File No. 020823 is a resolution approving the 2002 citywide Diversity/Equal Employment Opportunity/Affirmative Action plan submitted by the City Service Commission. According to a recently revised ordinance, this is now a bi-annual plan prepared by the Department of Employee Relations. Its purpose is to discuss the status of the City's workforce, utilization of women and minorities, City policies, and information on various topics such as training, recruitment and discipline.

The City's overall objective in this area is to work toward a balanced workforce and a workforce free of discrimination. The plan indicates that the city has made significant progress toward minority and female representation in the workforce, promotions of minorities and women in the workforce, and hiring of minorities and women. Improvement is still needed in the areas of disciplinary actions given to minorities and utilization for women and minorities in 20 job groups.

This plan outlines a methodology for the City to continue to improve these efforts. The new Diversity, Equal Employment Opportunity and Affirmative Action Office in the Department of Employee Relations is one step the Department has taken to strengthen its commitment to this area.

**RECOMMENDATION: APPROVE COMMON COUNCIL FILE NO. 020823, WHICH APPROVES THE 2002 CITYWIDE DIVERSITY/EQUAL EMPLOYMENT/AFFIRMATIVE ACTION PLAN SUBMITTED BY THE CITY SERVICE COMMISSION.**

  
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