



City of Chicago



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Office of the City Clerk

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Meeting Date:

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Type:

Ordinance

Title:

Amendment of Municipal Code Chapter 2 regarding Equal Access Initiative

Committee(s) Assignment:

Committee on Committees, Rules and Ethics

PROPOSED ORDINANCE
AMENDMENT

Sponsored by

THE HONORABLE DAVID MOORE

Co-sponsored by

THE HONORABLE GILBERT VILLEGAS

ORDINANCE ESTABLISHING THE
CITY OF CHICAGO EQUAL ACCESS INITIATIVE

BE IT ORDAINED, Pursuant to City of Chicago's home rule authority under Article VII, Section 6(a) of the 1970 Constitution of the State of Illinois, by the City Council of the City of Chicago ("City Council") that Title 2, City Government and Administration, Chapter 2-174, Section 2-174-005 through 2-174-030 are hereby inserted into a newly created Article __, entitled the "*City of Chicago Equal Access Initiative*" and are thereafter amended and renumbered as follows:

ARTICLE __. CITY OF CHICAGO EQUAL ACCESS INITIATIVE

2-174-005. DECLARATION OF POLICY.

It is the policy of the City of Chicago (the "City") to provide equal employment opportunities to all qualified persons without regard to their race, religion, color, age, disability, sex, national origin, sexual orientation, marital status, membership in the military reserves, creed, ancestry, arrest or conviction record, or use or nonuse of lawful products away from work. In adhering to this policy, the City complies with the Illinois Human Rights Act, Title VII of the Civil Rights Act of 1964, as amended, the Americans with Disabilities Act of 1990, and other applicable statutes and regulations relating to equal employment opportunities. The City Council hereby declares that the City of Chicago is a *Majority Minority City* where almost 62% of the City's population and therefore taxpayers are minority -- African Americans make up 32.9% of the City's population and Hispanics make up 28.9% of the City's population. The City is an employer that values the diversity of its employees and as such seeks to achieve the goal of hiring and maintaining an overall City workforce of 60% minority in every City department including the Chicago Police Department and Chicago Fire Department. This policy represents the City's commitment to a nondiscriminatory work environment for all qualified applicants and employees.

2-174-010. DEFINITIONS.

In this Article __ entitled "City of Chicago Equal Access Initiative" --

discrimination resulting in a competitive disadvantage or decreased opportunities to do business with the City.

2-174-015. OFFICE OF DIVERSITY AND OUTREACH.

There is established an Office of Diversity and Outreach that shall be budgeted as a department under the Department of Human Resources and shall maintain at least ten (10) full time equivalents ("FTE"), office space and all other reasonable expenditures needed for the purpose of promoting the importance, benefit and necessity of maintaining diversity within the City's workforce and ensuring compliance with applicable policies, ordinances, statutes, laws and executive orders. With the express goal of achieving an overall City workforce of 60% minority, this Office shall have the following authority and duties pertinent thereto, including but not limited to:

a. Reviewing and assisting the development of diversity, equal employment opportunity, equal access initiative plans of the various City departments including the Chicago Police Department and the Chicago Fire Department to ensure that each plan is consistent with the overall City plan.

b. Maintaining and reporting to the City Council on a quarterly basis statistics, which include, but are not limited to, the proportion of underrepresented group members at all levels and job classifications in the City's workforce and the availability of qualified underrepresented group members in the labor force of the relevant labor areas. The statistics shall indicate how each group has been affected by new hires, training opportunities, promotions, discipline and terminations. A presentation should be made to City Council on February 1st of every year.

c. Counseling employees, managers and others about diversity, equal employment opportunity and equal access initiative issues in the workplace.

d. Facilitating diversity related training programs and workplace mediation.

e. Receiving and investigating complaints of discriminatory employment practices, workplace violence, or of harassment in the workplace from City employees. If an investigation discloses a violation has occurred, the Diversity and Outreach Officer as herein defined shall work with department chiefs, department heads, and managers to implement corrective action and resolve the situation.

f. Receiving and filing investigating complaints with the City's Inspector General regarding any employee or applicant who believes that he or she has been discriminated against by the City.

g. Identifying and maintaining comprehensive and effective recruitment methods that promote a diverse workforce.

h. Monitoring results of all training, with emphasis on minority recruits.

i. Participating in performance examinations, job fairs, and recruitment activities at high schools, universities, law schools, chambers of commerce and other locations.

j. Reviewing all State of Illinois and federal laws, rules and regulations concerning equal employment opportunities to ensure compliance.

k. Direct participation in the hiring, termination and promotion of each employee of the City including employees of the Chicago Police Department and the Chicago Fire Department to determine whether such hiring, termination or promotion is promoting this Ordinance's goal of achieving an overall City workforce of 60% minority.

2-174-020. DIVERSITY AND OUTREACH OFFICER.

The Mayor of the City of Chicago with the advice and consent of a majority of the City Council shall appoint the Diversity and Outreach Officer to a term of six (6) years. The Diversity and Outreach Officer may be removed by a majority vote of the City Council. The Diversity and Outreach Officer shall manage the day-to-day operations of the Office of Diversity and Outreach; perform complaint intake functions; investigate complaints; serve as the City's Americans with Disabilities Act coordinator; directly participate in the hiring, termination and promotion of each employee of the City including employees of Chicago Police Department and Chicago Fire Department; ensure compliance with applicable ordinances, statutes, laws and executive orders; have responsibility and authority for the development and implementation of a comprehensive diversity, equal employment opportunity and equal access initiative plan for the City including the Chicago Police Department and the Chicago Fire Department; and function as the liaison between the City and the media and the community.

2-174-025. DEPARTMENT DIVERSITY, EQUAL EMPLOYMENT OPPORTUNITY AND EQUAL ACCESS INITIATIVE PLANS.

Beginning thirty (30) days after the effective date of this Ordinance, each City department including the Chicago Police Department and the Chicago Fire Department shall submit and present to the City Council and the Diversity and Outreach Officer its present racial employment make-up and its diversity, equal employment opportunity and equal access initiative plan to achieve in their department or offices (including the Chicago Police Department and the Chicago Fire Department) a workforce of 60% minority. Thereafter, each City department including the Chicago Police Department and the Chicago Fire Department shall submit and present every year to the City Council and the Diversity and Outreach Officer its racial make-up for that fiscal year and its diversity, equal employment opportunity and equal access initiative plan to achieve in their department including the Chicago Police Department and the Chicago Fire Department a workforce of 60% minority.

2-174-030. IMPLEMENTATION.

a. *Recruitment.* In collaboration with the Diversity and Outreach Officer, the Director of Human Resources shall practice comprehensive and inclusive advertising and recruiting efforts, which may include special recruiting targeting previously underrepresented groups in addition to traditional recruiting methods (with great emphasis on identifying qualified minority candidates to serve in Chicago Police Department and Chicago Fire Department), and report such recruitment findings to the City Council every year.

b. *Training.* In collaboration with the Diversity and Outreach Officer, the Director of Human Resources shall develop training plans and programs, including on-the-job training, designed to develop the knowledge, skills and abilities essential for developing each employee's fullest potential. The Diversity and Outreach Officer shall develop and provide relevant training to each City department including the Chicago Police Department and Chicago Fire Department to increase employees' knowledge and awareness of laws and regulations, as well as the City's policies relating to diversity, equal employment opportunity, equal access initiative and respecting diversity in the workplace. The Director of Human Resources shall report their training findings to the City Council each year.

c. *Testing, Selection, Placement and Promotion.* The Diversity and Outreach Officer shall review the City testing, selection, placement and promotion policies of each department including Chicago Police Department and Chicago Fire Department to ensure that they comply with applicable laws and regulations relating to the goal achieving a workforce consisting of 60% minority.

d. *Union Contracts.* The Office of Diversity and Outreach Diversity shall review every existing union contract of each department of each bargaining unit including Chicago Police Department and Chicago Fire Department to ensure that each contract complies with applicable laws and regulations relating to the goal of achieving a workforce consisting of 60% minority. The Diversity and Outreach Officer shall have the authority to terminate any union contract that fails to meet the herein stated goals.

Sponsor

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Rochelle (J & F) (6)

Jay 21ST (5)

45
D. Galt

Paul Scott 24
42
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Co-Sponsor

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Debra 18

Joseph & Mona 49

James Capleman 46

Robert 41

Carl January 35

Don & Sue Lou

Rob 22

Michael 23

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John Perry