



Office of the City Clerk

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Legislation Text

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ORDINANCE

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WHEREAS, the City of Chicago is a melting pot with individuals who come from an incredible variety of ethnicities, nationalities and backgrounds; and

WHEREAS, Chicago is recognized and celebrated for this diversity; and

WHEREAS, this diversity is a prime contributor to Chicago being a world class city; and

WHEREAS, the City of Chicago desires to have a diverse workforce reflective of the diversity of its population in order to effectively represent its citizens and benefit from their unique skills and talents; and

WHEREAS, Hispanics and African-Americans have historically been underrepresented in numerous departments throughout the City, both overall and in management positions, and this underrepresentation is still shockingly present throughout the City; and

WHEREAS, many Chicago residents speak Spanish as their primary language but have difficulty receiving city services due to the lack of an adequate number of bilingual employees; and

WHEREAS, the City Council desires to address these problems and ensure that they do not occur again in the future; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:

SECTION 1. The above recitals are expressly incorporated herein and made part hereof as though fully set forth herein.

SECTION 2. Chapter 2-74 of the Municipal Code of Chicago is amended by adding a new Section 2-74-170 as follows:

Section 2-74-170 Minority Employment Plan.

A. The department of human resources must develop and implement a City of Chicago Minority Employment Plan to increase the number of Hispanics and African-Americans employed by the City of Chicago and the number of bilingual persons employed by the city at supervisory, technical, professional,

and managerial levels. The department of human resources will prepare and update this plan annually, in consultation with the departments.

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B. The commissioner of the department of human resources must provide a comprehensive report to the City Council by February 1st of each year. The report must provide information for each city department regarding the number of African-American, Hispanic and bilingual individuals in its workforce, both overall and in managerial positions; a breakdown of its hiring in the preceding year for both categories; and a description of the activities of the department to implement the City of Chicago Minority Employment Plan. Each department must provide the commissioner of the department of human resources with a mid-term progress report so that the commissioner may provide a report to the City Council by September 1st of each year updating progress in implementing the City of Chicago Minority Employment Plan. The reports from the departments must be in a format prescribed by the commissioner of the department of human resources.

C. The department of human resources should assist the departments in identifying effective existing training programs and will be a resource to other city departments regarding available resources. The department of human resources shall assist departments in the development and modification of training programs to enable them to meet their affirmative action and equal employment opportunity goals, including those in the City of Chicago Minority Employment Plan.

SECTION 3. This ordinance takes effect upon its passage and approval.

10/7/2015

Gilbert Villegas Alderman, 36th Ward

10/7/2015