

BEFORE THE METRO COUNCIL

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| FOR THE PURPOSE OF SUPPORTING AND |) | RESOLUTION NO. 10-4175 |
| PROMOTING DIVERSITY WITHIN THE |) | |
| AGENCY, THE METRO COUNCIL OFFICE, |) | Introduced by Councilor Burkholder with the |
| AND OFFICES OF THE COO AND DEPUTY |) | concurrence of Council President Bragdon |
| COO AND ENDORSING AN ONGOING |) | |
| RELATIONSHIP WITH THE DE LA SALLE |) | |
| NORTH HIGH SCHOOL AND |) | |
| INCORPORATING THEIR INTERNSHIP |) | |
| PROGRAM INTO COUNCIL OFFICE |) | |
| OPERATIONS |) | |

WHEREAS, in 2005 the Metro Council developed a strategic plan and critical success factors for the agency, including Workforce Excellence and "providing leadership in the community through our diversity practices;" and

WHEREAS, the Metro Council is committed to supporting and promoting diversity within the agency, and ensuring success in identifying and achieving diversity initiatives in the core diversity functional areas of: Contracts and Procurement, membership on citizen advisory committees, Recruitment and Retention; and

WHEREAS, in 2005 the Metro Council convened a Diversity Action Team to ensure diversity initiatives are identified and achieved; and

WHEREAS, the Metro Diversity Action Team developed the Metro Diversity Plan as a written statement of Metro's commitment to diversity; and

WHEREAS, in 2006 the Metro Council adopted the Metro Diversity Plan as attached as Exhibit A; and

WHEREAS, the De La Salle North High School provides an urban education for underserved youth from low-income families, most of whom qualify for the Federal Free and Reduced Lunch Program, are the first in their family to graduate from high school, and are people of color; and

WHEREAS, the De La Salle internship program provides a diverse member from our community the chance to learn new skills in a professional setting; and

WHEREAS, the De La Salle internship program correlates with the goals of the Metro Diversity Plan, specifically "providing internships to underserved youth"; and

WHEREAS, Metro wishes to engage in increased diversity efforts as stated in the Metro Diversity Plan; now therefore

BE IT RESOLVED that the Metro Council formally endorses and enters into a contract and relationship with De La Salle for an internship position in the Metro Council Office.

ADOPTED by the Metro Council this [insert date] day of [insert month], 2010.

WITHDRAWN

David Bragdon, Council President

Approved as to Form:

Daniel B. Cooper, Metro Attorney

DRAFT

STAFF REPORT

IN CONSIDERATION OF RESOLUTION NO. 10-4175 FOR THE PURPOSE OF SUPPORTING AND PROMOTING DIVERSITY WITHIN THE AGENCY, THE METRO COUNCIL OFFICE, AND OFFICES OF THE COO AND DEPUTY COO AND ENDORSING AN ONGOING RELATIONSHIP WITH THE DE LA SALLE NORTH HIGH SCHOOL AND INCORPORATING THEIR INTERNSHIP PROGRAM INTO COUNCIL OFFICE OPERATIONS.

Date: July __, 2010

Prepared by: Kimberly Brown
503-797-1853

BACKGROUND

Metro's diversity efforts are most evident in three areas: Contracts and Procurement, membership on citizen advisory committees, and Recruitment and Retention. In 2005, Metro Council approved convening the Diversity Action Team (DAT). The DAT is chaired by the Chief Operating Officer, and is made up of employee representatives from each of the three core areas outlined above, a department director to serve as liaison to senior management, and a Metro Councilor to serve as liaison to the Metro Council. This program supports Metro Council's Critical Success Factor of Workforce Excellence by developing goals and objectives that align with Council's stated objective of "providing leadership in the community through our diversity practices," and ensures Metro's success in identifying and achieving diversity initiatives in each of the three core areas. In 2006, Metro Council adopted the Metro Diversity Plan in order to provide ancillary support to the critical success factors in addressing communications and leadership excellence by enhancing diversity on Metro advisory committees in order to reflect the ethnicity and income distribution of the community we serve. The Metro Diversity Plan includes enhancing youth involvement through collaborative ventures with Worksystems, Inc. and Metro departments, by providing internships to underserved youth.

In light of Metro's attempts to increase diversity throughout the agency, the De La Salle internship program is an opportunity to take action towards the larger diversity goals set out by the Metro Diversity Plan. De La Salle North High School is a private school located in North Portland that provides an urban education for underserved youth. De La Salle serves a diverse community of students from low-income families, most of whom qualify for the Federal Free and Reduced Lunch Program, are the first in their family to graduate from high school, and are people of color. The De La Salle internship program provides the equivalent of a full-time position for the sponsor, consisting of a team of four students usually comprising of a freshman, sophomore, junior, and senior who each work the same day of the week and rotate the responsibility on the fifth day. This program provides a diverse member from our community the chance to learn new skills in a professional setting. The De La Salle internship encompasses the ideals of Metro's Diversity Plan including providing internships to underserved youth as well as stimulating community involvement.

The Council Office will receive bright, young, entry level workers who are fully prepped on the basics of proper office attire and behavior and in turn these students will gain a hands-on

experience with the responsibilities of the business world. Council Office interns will provide a tutorial for the De La Salle interns on front desk procedures and continue to be available for guidance and further education on Council Office operations. The De La Salle intern will support Council Office interns in administrative tasks, with the opportunity for larger projects as their knowledge and understanding of the front desk position develops.

ANALYSIS/INFORMATION

1. Known Opposition

There is no known opposition to this resolution.

2. Legal Antecedents

This program complies with local, state and federal regulations concerning diversity including Title VI and VII of the Civil Rights Act of 1964, as well as related contracts & purchasing laws and regulations, including Oregon Revised Statutes, Federal Regulations, and Metro Code 2.04.100 – 2.04.190.

3. Anticipated Effects

Adoption of the De La Salle program will act on Metro's goals of diversifying the workforce as well as provide a greater presence in diverse communities. The Council Office will be charged with providing work for the students.

4. Budget Impacts

Council is submitting a budget amendment to provide funding for the De La Salle program.

RECOMMENDED ACTION

The Chief Operating Officer recommends adoption of Resolution No. 10-4175.