



OFFICE OF THE MAYOR

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Alice K. Wolf
Mayor

April 22, 1991

To the Citizens and Employees of the
City of Cambridge

As Mayor, I reaffirm the commitment of the City of Cambridge to the broad diversity of our residents. I do so by reaffirming our commitment to establishing a City workforce that reflects that unique multicultural quality.

Cambridge is a city with an extremely diverse and multilingual population. People from a variety of backgrounds, ethnic and racial groups live side by side. Cambridge has a history of welcoming immigrants to the city. It has had a variety of changing industries and occupations within its borders, attracting different kinds of people seeking employment. It has large, well known educational institutions that have brought people from around the country and the world.

Our commitment is important for several reasons. To represent all the people, City services must be provided by representatives of all the people; in this way, citizens will feel that services are delivered fairly. No group should feel alienated from the day-to-day operation of their government. In addition, the City must be a leader in assuring fairness in employment opportunities. It must be a model in assuring that neither overt or covert forms of discrimination or inequality foul its own nest.

We need to renew this commitment because the past decade has seen retreat on the national level in assurance of equality for all citizens. This has created an atmosphere in which affirmative action and expansion of women's rights have become suspect, in which hostile action against women, members of minority groups, homosexuals is too easily accepted.

Thus, in our great City of Cambridge, I believe we must once again demonstrate our leadership. We must show that we do not retreat from our commitment of equality to all our people. We must build on past progress to achieve a truly representative City government.

As Mayor, I will work toward achieving this goal -- toward meeting the moral and legal obligation the City has toward all our people. In close cooperation with all City leaders and employees, I pledge to make this affirmative action plan work, so that each resident of Cambridge feels that he or she is a valuable ally of City Hall.

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The City Council Committee on Civil and Human Rights conducted a public hearing on Tuesday, April 23, 1991, in the Ackermann Room, City Hall, beginning at 5:10 P.M. Members present were: Mayor Alice Wolf, Vice Mayor Kenneth Reeves and City Clerk Joseph E. Connarton. The purpose of the hearing was to finalize the latest draft of the revised Affirmative Action Plan as developed in conjunction with the Affirmative Action Advisory Committee, the City Manager, Personnel Director and the Affirmative Action Officer.

Mayor Wolf opened the meeting and stated that the final draft was now ready to be presented to the full City Council and that she had scheduled a public hearing for Monday, May 6, 1991 beginning at 7 P.M. in the Sullivan Chamber. She inquired of the Personnel Director what the current statistics were for city hiring.

Mr. Michael Gardner, the city's Director of Personnel responded by stating the current work force reflects 19.1% minorities, 49.6% female with a total work force of 3005 individuals. Complete data from the U.S. Census Bureau will be available by July. Furthermore, he stated that the current population over 18 equal 74.4% white, 10.4% black, 8.5% Asian and Pacific Islander and 5.8% Hispanic with a total of 25.5% equally persons 18 and over within the labor market.

The committee heard a series of questions from Mr. Robert Hall, 402 Rindge Avenue, Cambridge, who inquired how the city would implement the revised Affirmative Action Plan during a hiring freeze, would the city change its current hiring practices and will minority men be hired in greater numbers.

Mr. Gardner responded by stating he disagreed that minority male hiring was lagging and said that even during a hiring freeze the city is totally committed to full and fair employment practices as outlined in the current document under consideration. He further stated that although no absolute hiring freeze exists there is a limited freeze due to fiscal constraints and during any freeze the goals of the plan still can be achieved only slower. Finally Mr. Gardner stated that the city did need to improve its hiring of minorities and women in the upper ranks and this plan addresses that. He then proceeded to explain that during the time frame of July 1990 to March 1991 30.6% of all hires were minority, with 28.9% being black, 3.9% being Hispanic, and 64.7% being white.

Responding to a question by Mayor Wolf, Mr. Gardner stated that he believed he could prepare an addendum to the plan with current hiring numbers for review by the full City Council. Further in response to another question, Mr. Gardner stated that the city does in fact have in its employ both physically and visually impaired individuals but did not have actual numbers with him. Further responding to the Mayor, he stated that the city clearly has an obligation to be fair in its hiring and that the numbers being discussed have been decided upon after reviewing both the Cambridge and Metropolitan area and that since the numbers for

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minorities are higher from Cambridge, the city is using Cambridge as its model.

The Committee heard from Mr. David Eastmound who stated he currently was a 9 week employee and he truly believed that black men were underutilized in the city.

Ms. Susan Dowds, 48 Banks Street, Cambridge, stated she could not believe that this committee had come so far with this document and still not have within it written goals and further stated that she did not intend to come to another meeting until she sees same.

Mr. Gardner, responded by stating that the city's approach to goals in in fact within the document in various categories and that parity by minority group in the goal of the city. Some discussion then followed relative to pages 48 and 50 of the document entitled DRAFT 4/22/91 AFFIRMATIVE ACTION PLAN.

Vice Mayor Reeves questioned whether or not there were numbers on permanent employees by department. Mr. Gardner responded by stating he could have those numbers on a data run and will make them available.

The Vice Mayor stated that he was finding it difficult to understand the numbers outlined on page 56 compared with what he sees as he observes city government. He stated an example of the Cable Television Office where it is listed as having only two employees but at the recent public hearing the Mayor had on crime there were several camera people and technicians working, none of whom were black. He urged the committee to develop strong language within its final recommendation to achieve concrete goals.

Mayor Wolf responded by stating that she too agreed that goals must be established but she believed at previous meetings it had been decided that the goal should be parity with the labor force.

At this time Ms. Renae Scott, President of the Cambridge Civic Association stated that she was concerned that this plan may not work toward a criterion implementation. She further stated that it is important who sets the tone as to just how this plan will get implemented. Goals she said can either drive a plan or are what people work to achieve.

Mayor Wolf stated that she believed that the next step for the committee was as follows:

- * the Committee should adopt the plan as presented subject to an addendum to be prepared by the Director of Personnel,

- * said plan should include a department by department and E.E.O employment categories and the labor force numbers as they currently stand,

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* that the Committee recommend that it be the policy of the City Council that the city adopt a policy which mandates all department show substantial progress in reaching parity at all levels within two to three years,

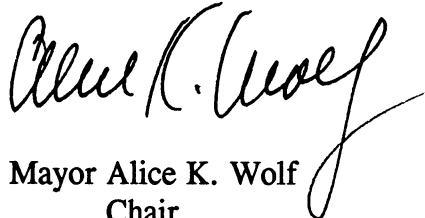
* that the specifics of this goal be determined by the City Manager in conjunction with the Director of Personnel, Affirmative Action Officer, Affirmative Action Advisory Committee and the City Council Committee on Civil and Human Rights.

Vice Mayor moved that the above outline be made as a motion and so moved.

The motion carried.

The hearing adjourned at 6:50 P.M.

For the Committee,

A handwritten signature in black ink, appearing to read "Alice K. Wolf", written over the printed name and title.

Mayor Alice K. Wolf
Chair

1.

S-555A

COMMITTEE REPORT

Report from Committee on Civil and Human Rights for a hearing held on April 23, 1991 regarding the latest draft of the revised Affirmative Action Plan.

In City Council,

April 29, 1991

*Report Accepted. Draft
referred to the Public
Hearing scheduled May
20, 1991.*