



City of Cambridge

54.

IN CITY COUNCIL

April 10, 1995

MAYOR REEVES

ORDERED: That the City Council schedule an Affirmative Action hearing to be held at a City Council meeting.

In City Council April 10, 1995

Adopted by the affirmative vote of eight members.

Attest:- D. Margaret Drury, City Clerk.

A true copy;

ATTEST:- *D. Margaret Drury*

D. Margaret Drury
City Clerk



City of Cambridge

Consent Agenda # 22

IN CITY COUNCIL

May 1, 1995

MAYOR REEVES

ORDERED: That the attached, **SIX POINT PLAN**, submitted by the NAACP, Cambridge Chapter at the special hearing on Affirmative Action at the City Council meeting held on May 1, 1995 be referred to the Civil and Human Rights Committee.

In City Council May 1, 1995.

Adopted by the affirmative vote of nine members.

Attest:- D. Margaret Drury, City Clerk.

A true copy;

ATTEST:-

D. Margaret Drury

D. Margaret Drury,
City Clerk

NAACP, Cambridge Chapter

**Special Hearing on Affirmative Action
in the City of Cambridge**

before The Honorable, The City Council

May 1, 1995

SIX POINT PLAN

- 1. Appointment of additional Deputy City Manager - should be person of color**
- 2. Reorganization of the Office of Affirmative Action**
 - * Reports directly to City Council
 - * Offices separate from personnel department
 - * Actively engages assistance of Affirmative Action Advisory Committee
- 3. Individual departmental assessment of affirmative action goals annually - tied to budget process and continued funding (implemented by ordinance)**
 - * Managerial appointments
 - * Individual Departmental minority staff profiles
 - * Vendor/contract awards profile
- 4. City construction set-aside**
 - * Awarding of contracts to businesses 50% or more minority owned
- 5. Appointment of New Personnel Director - must understand and be committed to expediting the goals of affirmative action in the City**
- 6. Establishment of internship program for college students, both minority and non-minority, who are graduates of CRLS, to work in City Departments on a rotating basis (semester based - winter/spring/summer)**



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S- 132

Consent Order #54

Mayor Reeves re: Schedule an Affirmative
Action hearing.

In City Council april 10, 1995

Order adopted