



CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139

TEL. 498-9011

EXECUTIVE DEPARTMENT

ROBERT W. HEALY

City Manager

RICHARD C. ROSSI

Deputy City Manager

Affirmative Action Commission (AAC)

PURPOSE

The City of Cambridge, in the furtherance of meeting its obligation to Equal Opportunity and Affirmative Action, hereby establishes an Affirmative Action Commission (AAC). The AAC shall be advisory and shall be comprised of representatives reflecting a cross-section of the City community-based organizations. The Director of Affirmative Action shall serve as the Executive Secretary of the Commission.

The Affirmative Action Commission membership shall consist of seven (7) citizens, including minorities and females, selected from community organizations, the private sector and the Director of Affirmative Action. The chairperson shall be elected by majority vote of the commission. The tenure of the commission shall be two years.

The Affirmative Action Commission shall meet quarterly to consider its responsibilities.

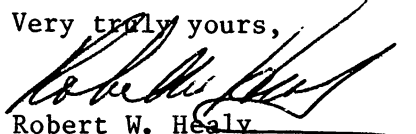
RESPONSIBILITIES OF THE AFFIRMATIVE ACTION COMMITTEE

The municipal workforce must reflect the diversity of Cambridge's population to achieve our affirmative action objectives; the Affirmative Action Commission serves an important function toward this end. In the development of its role as an integral part of the Affirmative Action Plan, the AAC will:

1. Serve as the informational link among the City affirmative action units. In this role the AAC will discuss policies affecting municipal employment and its impact on affirmative action issues.
2. Consider policies and make recommendations to the City Manager on issues affecting Affirmative Action.
3. Discuss developments in the law which impacts on the City's affirmative action efforts.
4. Develop the annual City Affirmative Action Status Report with recommendations to the City Manager.

The Director, Affirmative Action for the City will coordinate the affirmative action activities of each of the officials represented on the Affirmative Action Commission. The Director, Affirmative Action for the City will serve as a liaison between the Affirmative Action Commission and the City Manager.

Very truly yours,


Robert W. Healy

City Manager



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March 26, 1990

To The Honorable, The City Council:

In response to Awaiting Report Item No. 18, attached is the establishment of an Affirmative Action Commission. I will ask the Cambridge Chronicle and Cambridge Tab to print an announcement that I am seeking applicants for membership for the Commission.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Robert W. Healy", is written over a horizontal line.

Robert W. Healy
City Manager

RWH/mev
enclosure

Agenda # 2 S- 314

Awaiting Report Number 18 regarding
the establishment of an Affirmative
Action Commission.

In City Council,

March 26, 1990

Placed on file