

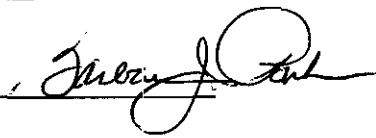
OFFICE OF THE CLERK

OAKLAND CITY COUNCIL

2006 JUN 27 AM 11:09

RESOLUTION NO. 79108 C. M. S.

INTRODUCED BY THE OAKLAND CITY COUNCIL



**A RESOLUTION DIRECTING THE CITY ADMINISTRATOR TO CONDUCT A RACE AND GENDER DISPARITY EVALUATION AND STUDY OF BOTH (1) THE CITY'S BIDDING AND AWARDS OF CITY CONTRACTS (COMMONLY REFERRED TO AS A "CROSON STUDY") AND (2) THE CITY'S WORKFORCE DIVERSITY IN COMPARISON TO THE RELEVANT LABOR POOL BY SELECTING THROUGH REQUESTS FOR QUALIFICATIONS OR REQUESTS FOR PROPOSALS A QUALIFIED INDEPENDENT CONSULTANT(S) OF NATIONAL REPUTATION TO CONDUCT THE REQUIRED EVALUATION AND STUDY**

**WHEREAS**, the City of Oakland is committed to serving its diverse population by adhering to a strict policy of non-discrimination and equal opportunity for all persons regardless of race, ethnicity, gender, religion, family status, sexual orientation, or disability; and

**WHEREAS**, the City of Oakland must strive to ensure that all citizens have an equal opportunity to obtain government contracts and employment; and

**WHEREAS**, Article VIII, Section 808(b), of the City Charter entitled "Bids and Awards" provides that the City shall "conduct a race and gender disparity evaluation" (commonly referred to as a "Croson study") to determine if the City has played "an active or passive" role in "actual, Identifiable discrimination within its relevant market place;\*" and

**WHEREAS**, Article IX, Section 900(a) of the City Charter entitled "Personnel Policy" requires that the City must adopt a personnel system "free from discrimination;" and

**WHEREAS**, Article IX, Section 900(b) of the City Charter provides that the City shall "study its workforce in comparison to the relevant labor pool to

determine if there are manifest racial or gender imbalances in traditionally segregated job classifications;" and

**WHEREAS**, disparity studies of the City's contracting and hiring practices and policies can provide the Mayor, City Council, and City Administrator with important information to formulate and enforce race- and gender-neutral policies to provide equal opportunity to all citizens and firms doing business in Oakland, especially if they are Minority Business Enterprises or Women Business Enterprises; and

**WHEREAS**, in order to ensure the most effective investment of city funds to complete the evaluation and study, the City must hire independent consultant(s) with extensive national experience and a proven track record for producing high-quality evaluations and studies; now, therefore, be it

**RESOLVED**, that the City Council hereby directs the City Administrator to conduct a race, economically disadvantaged, and gender disparity evaluation and study of both (1) the city's bidding and awards of City contracts (commonly referred to as a "Croson Study"), including contracting with non-profit organizations, professional services contracts, construction contracts, and purchasing (procurement) contracts; and (2) the City's workforce diversity in comparison to the relevant labor pool by selecting through requests for qualification or requests for proposal a qualified independent consultant(s) of national reputation to conduct the required evaluation and study; and be it

**FURTHER RESOLVED**, that from hence forth that in all processes by which the City of Oakland purchases goods, services and commodities the inclusion of Schedule D (entitled "A Professional Services Questionnaire") and Schedule F (entitled "Employment Questionnaire") be mandated. Said processes shall include but not be limited to, Bid, Quote, Request for Proposal (RFP), Request for Qualifications (RFQ) and Notice Inviting Bids (NIV). Additionally, staff shall be required to collect and maintain the data included on Schedules D and F; and be it

**FURTHER RESOLVED**, that the City Administrator after conducting the RFP or RFQ process will return to Council with the recommendation of a firm to conduct the contracting disparity evaluation and study no later than July 19, 2005; and be it

**FURTHER RESOLVED**, that staff is directed to bring back to the next regularly scheduled City Council meeting (April 5, 2005) a Resolution allocating \$500,000 for a Croson Study; and be it

**FURTHER RESOLVED**, that it is the policy of the City Council that the City of Oakland will provide sufficient information to the selected consultant(s) to complete the evaluation and study expeditiously.

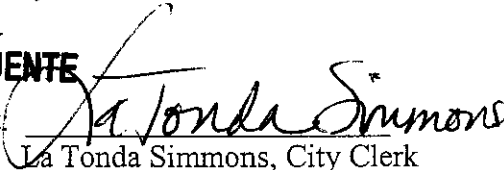
IN COUNCIL, OAKLAND, CALIFORNIA, MAR 15 2005

**PASSED BY THE FOLLOWING VOTE:**

AYES - 7  
NOES - 0  
ABSENT - 0  
ABSTENTION - 0

**BROOKS, BRUNNER, CHANG,  
NADEL, REID, QUAN, ~~MAN~~  
AND PRESIDENT OF LA FUENTE**

Attest:



La Tonda Simmons, City Clerk  
And Clerk of the Council of the  
City of Oakland, California

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

2005 FEB 10 PM 2:30 OAKLAND CITY COUNCIL

Approved as to Form and Legality

  
City Attorney

RESOLUTION NO. \_\_\_\_\_ C.M.S.

INTRODUCED BY COUNCIL PRESIDENT IGNACIO DE LA FUENTE

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**A RESOLUTION DIRECTING THE CITY ADMINISTRATOR TO CONDUCT A RACE AND GENDER DISPARITY EVALUATION AND STUDY OF BOTH (1) THE CITY'S BIDDING AND AWARDS OF CITY CONTRACTS (COMMONLY REFERRED TO AS A "CROSON STUDY") AND (2) THE CITY'S WORKFORCE DIVERSITY IN COMPARISON TO THE RELEVANT LABOR POOL BY SELECTING THROUGH REQUESTS FOR QUALIFICATION OR REQUESTS FOR PROPOSAL A QUALIFIED INDEPENDENT CONSULTANT(S) OF NATIONAL REPUTATION TO CONDUCT THE REQUIRED EVALUATION AND STUDY**

WHEREAS, the City of Oakland is committed to serving its diverse population by adhering to a strict policy of non-discrimination and equal opportunity for all persons regardless of race, ethnicity, gender, religion, family status, sexual orientation, or disability; and

WHEREAS, the City of Oakland must strive to ensure that all citizens have an equal opportunity to obtain government contracts and employment; and

WHEREAS, Article VIII, Section 808(b), of the City Charter entitled "Bids and Awards" provides that the City shall "conduct a race and gender disparity evaluation" (commonly referred to as a "Croson study") to determine if the City has played "an active or passive" role in "actual, identifiable discrimination within its relevant market place;" and

WHEREAS, Article IX, Section 900(a) of the City Charter entitled "Personnel Policy" requires that the City must adopt a personnel system "free from discrimination;" and

WHEREAS, Article IX, Section 900(b) of the City Charter provides that the City shall "study its workforce in comparison to the relevant labor pool to determine if there are manifest racial or gender imbalances in traditionally segregated job classifications;" and

WHEREAS, disparity studies of the City's contracting and hiring practices and policies can provide the Mayor, City Council, and City Administrator with important information to formulate and enforce race- and gender-neutral policies to provide equal opportunity to all citizens and firms doing business in Oakland, especially if they are Minority Business Enterprises or Women Business Enterprises; and

WHEREAS, in order to ensure the most effective investment of city funds to complete the evaluation and study, the City must hire independent consultant(s) with extensive national experience and a proven track record for producing high-quality evaluations and studies; now, therefore, be it

RESOLVED, that the City Council hereby directs the City Administrator to conduct a race and gender disparity evaluation and study of both (1) the city's bidding and awards of City contracts (commonly referred to as a "Croson Study") and (2) the City's workforce diversity in comparison to the relevant labor pool by selecting through requests for qualification or requests for proposal a qualified, independent consultant(s) of national reputation to conduct the required evaluation and study; and be it

FURTHER RESOLVED, that the City Administrator, after conducting the RFP or RFQ process, will return to Council to seek approval of the consultant(s) and the funds required to complete the evaluation and study; and be it

FURTHER RESOLVED, that it is the policy of the City Council that the City of Oakland will provide sufficient information to the selected consultant(s) to complete the evaluation and study expeditiously.

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_.

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, BRUNNER, CHANG, NADEL, REID, QUAN, AND PRESIDENT DE LA FUENTE

NOES-

ABSENT-

ABSENTION-

ATTEST: \_\_\_\_\_

LaTonda Simmons  
City Clerk and Clerk of the Council  
of the City of Oakland, California