



## Legislation Text

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**File #:** 20-1018, **Version:** 1

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### Resolution to Implement a 'Rooney Rule' for Executive and Management Level Hires in the City of Ann Arbor

This resolution would direct the City Administrator to implement a 'Rooney Rule' for non-union management and executive level positions in the City of Ann Arbor. The 'Rooney Rule' is a hiring rule implemented in the NFL nearly twenty years ago that requires all teams to interview at least one minority candidate for all head coaching and senior football operations positions.

The city's Human Resources and Labor Relations Department has been working on a draft 'Rooney Rule,' however work was paused when the pandemic started and a hiring freeze was implemented. Additionally, in late 2019 the NFL began receiving public criticism for how ineffective the original version of the 'Rooney Rule' has been at promoting minority hiring. The City began looking at alternatives to promote employee development and advancement-including for minorities who are already in the city workforce-and ways to implement a strengthened 'Rooney Rule' that would be more effective in our organization.

Councilmember Hayner reached out to John Fournier, Assistant City Administrator and Interim HR Director, on this issue on Monday, June 29<sup>th</sup> and after some discussion the Councilmember indicated that he would be interested in sponsoring a resolution to support the implementation of this policy.

Prepared by: John Fournier, Assistant City Administrator

Sponsored by: Councilmembers Hayner and Bannister

Whereas, Any organization is made stronger by hiring, developing, and retaining a diverse work force comprised of people from different backgrounds, experiences, genders, and ethnicities;

Whereas, Research has shown that the strength of diversity is in the ability of organizations to, through collaborative planning and leadership efforts, subject policies, proposals, and work products to vigorous scrutiny from different perspectives to help identify errors and failure points;

Whereas, Organizations that tend to retain and hire individuals who are similar to each other have a tendency to commit critical mistakes because of a lack of rigorous review, and an unawareness of how policies and plans might affect people from different backgrounds;

Whereas, While the City of Ann Arbor enjoys a talented and motivated staff who deliver excellent work products, manage high quality services for the community, and have a strong commitment to excellence in public service, it is also true that very many of the upper level leadership roles in the city are held by white men; and

Whereas, To strengthen the organization, the hiring and promotion of qualified and dedicated candidates from diverse backgrounds must be prioritized.

**RESOLVED**, That the Council of the City of Ann Arbor directs the City Administrator to draft and implement a 'Rooney Rule' for all non-union management and executive level positions in the City of

Ann Arbor by September 1, 2020.

Sponsored by: Councilmembers Hayner and Bannister and Mayor Taylor