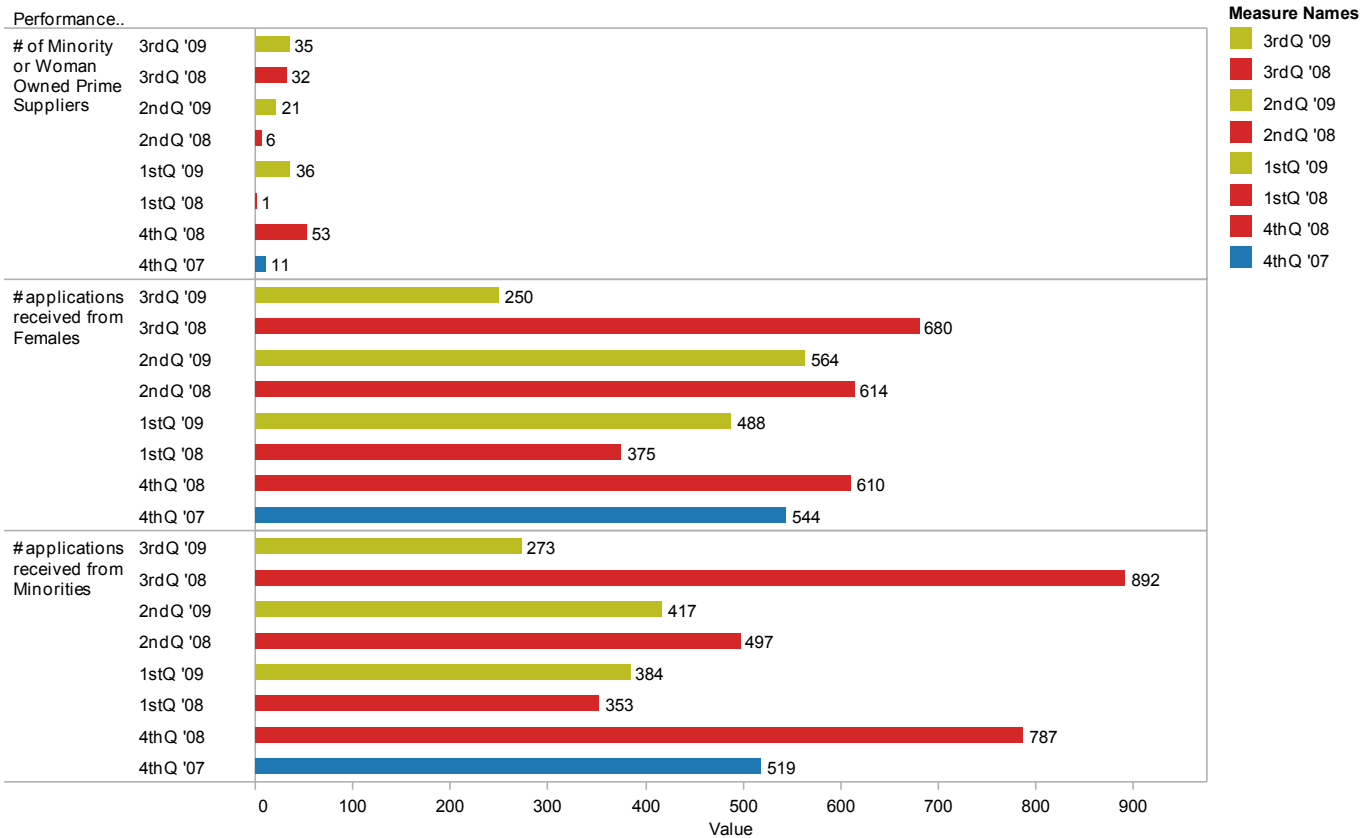


Diversity with Suppliers and Personnel



Mayor Ravenstahl INITIATIVE GOAL: Economic Engine Development - Promote diverse workforce and suppliers.

DESCRIPTION: The Equal Opportunity Review Commission (EORC) encourages and ensures the participation of historically underrepresented groups in business opportunities with the City and its Authorities. EORC ensures that minority, women and small businesses are granted a fair opportunity at winning bids for services and commodities in which they qualify. Supplier Opportunity Seminars were initiated by the Mayor's Office and EORC to increase the business opportunities to supply services that are purchased every year.

The Personnel / Civil Service Commission, in addition to other responsibilities, encourages and ensures the employment of minority and women with the City and its Authorities. In August 2007, at the request of the Mayor, an Assistant Director/Equal Employment Opportunities Officer began to develop, implement and monitor the City's equal employment opportunity plan and employment practices. DiverseCity 365 was initiated and provides access to opportunity, removes employment and engagement barriers, and ensures the city's workforce reflects its population.

ANALYSIS: The Diversity of Suppliers continues the trend of increasing when comparing year-to-year with the City's procurement cycles. For the second consecutive quarter, the diversity of Applications For Employment has reversed. More than 33% fewer Females and Minorities applied to work for the City. The impact on hiring and number of full time employees remains to be seen as 2009 progresses. Females represent approximately 21% of the City's employees; Minorities represent 20%.