

**BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON**

**RESOLUTION NO. 2018-114**

Resolution to Establish Gladys McCoy Standard, to Promote Equity and Inclusion when Hiring Executive Level Positions in County Departments.

**The Multnomah County Board of Commissioners Finds:**

- a. WHEREAS, the Rooney Rule, formulated by Daniel Rooney, chairman of the Pittsburgh Steelers football team in the National Football League "NFL", requires every NFL team with a coach or general manager opening to interview at least one minority candidate.
- b. WHEREAS, the Rooney Rule has been successful in increasing minority representation among the higher leadership within the NFL.
- c. WHEREAS, private industry and municipalities around the nation, diverse as the Seyfarth Shaw Law Firm, an international AmLaw 100 law firm headquartered in Chicago, Illinois, who originally focused on the area of labor and employment law; to the City of Pittsburgh, Pennsylvania, adopting a similar hiring rule for city government hiring and creating a Diversity and Inclusion Officer for the city, directing the government's hiring personnel to: "Create and implement a policy that ensures purposeful recruitment of diverse candidates and requires the City to interview at least one external and one internal diverse candidate before the final selection of a candidate for any supervisory position in City government, such as directors, deputy directors, managers, and supervisors."
- d. WHEREAS, locally, the City of Portland, through its approval of the "Charles Jordan Rule", and Amazon, Microsoft, Facebook, and Pinterest have all accepted the Rooney Rule challenge, adopting similar principles for their hiring processes.
- e. WHEREAS, the increased exposure and resulting increased advancement of diverse qualified candidates and qualified candidates who identify as a person with a disability would result in gains by all people of Multnomah County through diverse experiences, ideas and stronger economic opportunities.
- f. WHEREAS, all Department Directors and Deputy Director's at Multnomah County are considered at will employees, outside the classified service, consequently the Chair, or designee, may either directly appoint the Department Director or Deputy Director or may utilize a more formal recruitment process, generally through the County's Office of the Chief Human Resources Officer.

**The Multnomah County Board of Commissioners Resolves:**

1. NOW THEREFORE, Multnomah County affirms our efforts to promote equity and inclusion when hiring an executive level Department Director, Deputy Director or other senior leadership position as determined by the Chair through a competitive recruitment process. This policy effort shall be called the Gladys McCoy Standard, in recognition of Multnomah County's first African American Commissioner, public health champion and champion of diversity and equity.

2. BE IT FURTHER RESOLVED, the Board of County Commissioners supports the Chair's direction to ensure that when a competitive recruitment is utilized, the highest qualified candidates of color and highest qualified candidates from underrepresented communities within the county are part of the hiring interview process.
3. BE IT FURTHER RESOLVED, the Board of County Commissioners supports the creation of a work group under the Chair's direction to develop the appropriate personnel and administrative policies, to be convened by January 1, 2019.
4. BE IT FURTHER RESOLVED, that the County will develop metrics that measure progress towards this policy goal and will report at least annually on those measures as well as the demographics of equivalent direct appointment positions.

**ADOPTED this 15th day of November 2018.**



BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

*Deborah Kafoury*

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Deborah Kafoury, Chair

REVIEWED:

JENNY MADKOUR, COUNTY ATTORNEY  
FOR MULTNOMAH COUNTY, OREGON

By

*Kathryn A. Short*

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Kathryn A. Short, Deputy County Attorney

**SUBMITTED BY:** Commissioner Loretta J. Smith  
Deborah Kafoury, Chair