



# MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: Feb. 2017)

## Board Clerk Use Only

Meeting Date: 11/15/18  
Agenda Item #: R.5  
Est. Start Time: 10:15 a.m.  
Date Submitted: 11/6/18

**Agenda Title:** Approving a Resolution to Establish Gladys McCoy Standard, to Promote Equity and Inclusion when Hiring Executive Level Positions in County Departments.

## Requested

**Meeting Date:** November 15, 2018 **Time Needed:** 20 Minutes  
**Department:** Non-Departmental **Division:** District 2 and Chair's Office  
**Contact(s):** Callie Love, Deputy Chief of Staff/District 2  
**Phone:** 503-988-9451 **Ext.** 89451 **Email:** callie.love@multco.us  
**Presenters:** Sam Sachs, Invited Guests

## General Information

### 1. What action are you requesting from the Board?

Approving a Resolution to establish the Gladys McCoy Standard, to promote equity and inclusion when hiring executive level positions in County Departments.

### 2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer(s) this action affects and how it impacts the results.

The Rooney Rule requires every NFL team with a coach or general manager opening to interview at least one minority candidate.

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.

The increased exposure and resulting increased advancement of the highest qualified candidates of color and highest qualified candidates from underrepresented communities would result in gains by all people of Multnomah County through diverse experiences, ideas and stronger economic opportunities.

Therefore, this policy establishes the Gladys McCoy Standard 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.

### 3. Explain the fiscal impact (current year and ongoing).

No fiscal impact has been established by approval of this Resolution.

**4. Explain any legal and/or policy issues involved.**

The resolution maintains the Chair's role in setting administrative direction for Multnomah County's Human Resources Management processes.

**5. Explain any citizen and/or other government participation that has or will take place.**

The standard was brought forward to District 2 by community members interested in establishing a similar "Rooney Rule" process applicable to Multnomah County.

---

**Required Signature**

---

**Elected  
Official or  
Department  
Director:**

/s/ Loretta Smith

**Date:**

11/6/18