

THE CITY OF PROVIDENCE  
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

RESOLUTION OF THE CITY COUNCIL

No. 405

Approved May 8, 1975

IN CITY COUNCIL

REFERRED TO COMMITTEE  
FIRST READING

LIBRARY

WHEREAS, equal employment opportunity within City employment, without discrimination because of age, sex, race, creed, color, or national origin, is the right of all people and is in the best interest of the City's growth and development, and

WHEREAS, the City of Providence has the obligation as an employer to ensure equality of opportunity to its employees, and

WHEREAS, experience has demonstrated that this equal employment opportunity obligation cannot be met by a policy of nondiscrimination but requires a program of affirmative action, and

IT IS HEREBY RESOLVED THAT:

1. It is the policy of the City of Providence to provide equal opportunity in City employment for all persons to prohibit discrimination in employment because of race, color, religion, sex, national origin or age; and to promote the full realization of equal employment opportunity through an affirmative action program within each City Department, Commission and Agency.
2. The head official of each City Department, Commission and Agency shall assume the responsibility for establishing and maintaining an affirmative action program of equal opportunity within his/her staff.

IN CITY COUNCIL

APR 3 1975  
FIRST READING

REFERRED TO COMMITTEE ON

PUBLIC WELFARE

Wm. H. Casper  
CLERK

THE COMMITTEE ON

PUBLIC WELFARE APR 10 1975

Recommends

To Be Continued  
Clerk

THE COMMITTEE ON

PUBLIC WELFARE

Approves Passage of  
The Within Resolution

Wm. H. Casper  
Chairman  
April 24, 1975 Clerk

Committee's Addition

3. The head official of each City Department, Commission and Agency shall submit to the Providence Human Relations Commission on at least a yearly basis an affirmative action program which is designed to correct any patterns of underutilization and underrepresentation of minorities and women, found to exist within that department of City government. The program shall be in accord with the regulations, rules and standards established by the P.H.R.C. and shall include, but not be limited to the following:

- (a) A racial census of the employees in the department by job categories;
- (b) An analysis of the racial census of all major job categories with explanations of any under-representation and underutilization of minority person and women found to exist in any job classification. "Underutilization" is defined as having fewer minorities and women in a particular job category than would reasonably be expected by their availability;
- (c) An analysis of all major job position description, entry and promotional qualifications to ensure that they accurately reflect actual position functions and responsibilities;
- (d) Goals and timetables designed to correct any identified or identifiable deficiencies in minority and women employment;

4. P.H.R.C. shall seek funds to establish an Equal Employment Opportunity division with responsibilities that include, but are not necessarily limited to, the following:

- (a) Assisting the various departments in developing and implementing their affirmative action program;
- (b) Develop a system within the department for monitoring and/or evaluating the program that will measure the effectiveness of the program, indicate need for further remedial action, and determine the success in attaining the department's goals and objectives;
- (c) Analyze testing procedures and all other aspects of the recruitment and selection process to insure that artificial barriers to hiring minority and women applicants or promotions of minority and women employees are eliminated;
- (d) Take positive steps in reviewing job specifications and modifying those factors which tend to discriminate against minorities and women.

5. The P.H.R.C. shall review the equal employment opportunity status of each City Department, Commission and Agency on at least a yearly on going basis and shall report its evaluations to the City Council.

IN CITY COUNCIL  
MAY 1 1975

READ AND PASSED

*Robert J. Hayton*  
PRES.  
*Vincent Vespa*  
CLERK

APPROVED  
MAYOR  
*Michael A. Cronin*  
MAY 8 1975

City of Providence



Rhode Island

Department of City Clerk

**MEMORANDUM**

DATE: April 21, 1975

TO: Mr. Benjamin Little, Executive Director, Providence  
Human Relations Commission.

SUBJECT: EQUAL OPPORTUNITY CITY EMPLOYMENT

CONSIDERED BY: Committee on Public Welfare

DISPOSITION: Attached is copy of Resolution on above subject.

You are requested to be present at a meeting of  
that Committee on the scheduled date, to be held on  
Thursday, April 24, 1975, at 3:30 o'clock P.M. in  
the Conference Room, located on the Third Floor Level,  
City Hall.

At that time, a Subject Resolution will be considered.

A handwritten signature in cursive script, appearing to read "Vincent Vespre".

City Clerk