

Lori Olberg

From: janeknodell <janeknodell@burlingtotelecom.net>
Sent: Monday, June 17, 2013 9:55 AM
To: Lori Olberg
Subject: Fwd: Diversity and City Hiring Processes
Attachments: Franco no trespass opinion addendum.pdf

Lori,
Two communications to add to June 24 Consent agenda.

The first is forwarded, below. It is from Diversity Now, and subject is Diversity and City Hiring Processes.

The second is attached. It is from John L. Franco, Esq. and subject is Church Street Marketplace District Trespass Authority Ordinance Opinion Supplement.

Thank you,
Jane

----- Original Message -----

Subject: Diversity and City Hiring Processes

Date: Thu, 13 Jun 2013 16:11:37 -0400

From: Susan Ann Comerford <Susan.Comerford@uvm.edu>

To: mayor@burlingtonvt.gov

Cc: kevinwbvt@gmail.com, janeknodell@burlingtotelecom.net,
maxwell.k.tracy@gmail.com, rsiegel@burlingtonvt.gov, vbrennan@burlingtonvt.gov, baubin@burlingtonvt.gov,
jshannon@burlingtotelecom.net, paulfin@sover.net, tayres@burlingtonvt.gov, pdecellesw7@aol.com,
chip.mason.btv@gmail.com, dhartnet@btv.gov, sharon.bushor@vtmednet.org, mike@burlingtonvt.gov,
eblackwood@burlingtonvt.gov

RECEIVED
2013 JUN 17 A 10:39
BURLINGTON CLERK
TREASURER'S OFFICE

Mayor Weinberger,

I am writing on behalf of Diversity Now with regard to recent hiring processes in City administration. Your announcement today, recommending Mr. Chapin Spencer to be the new Director of Public Works, without a full search that yields a rich pool of diverse candidates raises several major concerns regarding effectiveness and equity in hiring.

As background, Diversity Now was created in March 2009 to promote and attain ethnic diversity among the Burlington School District's workforce that reflects the complexion of the study body. Our goals and focus have expanded since that time to emphasize equity and inclusion also by gender, language background, and ability/disability. Progress in the school district is linked inextricably to the quality of the City's institutions, including its hiring processes. For this reason, the appointment of a member of the City's staff without a search and without addressing the City's own diversity goals sets a poor example for other institutions.

Equity and inclusion in hiring addresses issues of fairness, but also affect the health of organizations and institutions. Casting the widest possible net in recruitment benefits organizations. Best practices in major corporations throughout the world recognize that inclusion in hiring improves the pools of applicants and as a result, the performance of organizations. This best practice was reported on by the City's Diversity, Equity, and Inclusion Committee at the recent Peter Clavelle Awards event. That committee's discussions have raised awareness of the importance of racial/ethnic diversity and gender balance within all the City's departments. The recommendation to hire a director of an important

City institution without a search is a missed opportunity to adopt best practices in hiring. This, moreover, is a regression from the goals and intentions of the City Council's resolution to seek a just and dynamic community through equity and diversity.

These comments are not meant infer that Mr. Spencer lacks the qualifications or vision for this job and our comments are not specific to this position. Mr. Spencer has a very impressive background and a strong commitment to our City. We would argue, in fact, that Mr.

Spencer himself is ill-served by a hiring process that fails to allow him an opportunity to articulate his own vision for Public Works and to publicly make the case for his qualifications both to the staff at Public Works and to Burlingtonians.

As mayor, you have the opportunity to ensure that Burlington is a leading city within a country facing major demographic shifts. We encourage you to seize that opportunity, and to do that requires an end to "business as usual" hiring. Open and transparent hiring processes that cast the widest possible net have the potential to invigorate City administration and to garner public support for our institutions in addition to embracing our growing diversity.

We would be happy to meet with you to discuss this and other issues around hiring.

On Behalf of Diversity Now,

Susan A. Comerford

RECEIVED
2013 JUN 17 A 10:39
BURLINGTON CLERK
TREASURER'S OFFICE