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AFFIRMATIVE ACTION ADVISORY COMMITTEE

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June 17, 1991

Personnel and Public Employees Committee
Council of the City of Sacramento
Sacramento, California

Honorable Members:

The Affirmative Action Advisory Committee endorses the recommendations of the Affirmative Action/Equal Opportunity Program Status Report for 1990 and offers these comments.

We agree that a re-examination of affirmative action goals in light of the 1990 census figures must be a priority in upcoming years. Indeed, the new data may mandate revised goals and a re-assessment of the City's progress toward those goals. However, in the meantime, we join the Affirmative Action Officer in recommending increased efforts to recruit and retain under-represented minorities based on current goals, expanded training opportunities in the skilled craft and service maintenance occupations to increase the representation of women in those jobs, formalized cultural diversity training for all employees, and, above all, implementation of methods of increasing accountability for affirmative action hiring.

The Affirmative Action Advisory Committee believes that appointing authority accountability can be enhanced by giving the Affirmative Action Officer a significant role to play early in the hiring process, by developing an efficient system for accessing affirmative action data, by training all managers thoroughly in their affirmative action responsibilities, and by recognizing affirmative action achievement. These and other methods of increasing accountability are presently under consideration or development by the Affirmative Action Officer and the Personnel Department.

As always, we hope to be of assistance to the City in addressing the recommendations made in the 1990 Report.

Respectfully submitted,

Karen A. Wells
Chairperson