

## **RESOLUTION NO.**

**WHEREAS**, Title 4 and Title 5 of City Code include chapters that provide specific civil rights protections for residents and encourage proactive public education and enforcement on behalf of the City of Austin; and

**WHEREAS**, these laws have a citywide impact on residents and are not solely applicable to internal City operations and employees; and

**WHEREAS**, many US cities such as Minneapolis, Seattle, Baltimore, Philadelphia, Flagstaff, San Francisco have either a Civil Rights, Human Rights, or Labor Standards department within their City organization; and

**WHEREAS**, many of these cities have passed similar laws as Austin which require proactive public education and enforcement such as non-discrimination, fair chance hiring, earned sick time, rest break monitoring; and

**WHEREAS**, these cities have created separate departments to advance civil rights and labor standards through thoughtful community and business engagement, strategic enforcement with a commitment to race and social justice; and

**WHEREAS**, the City of Austin has passed such ordinances to increase economic opportunity, and protect the health and safety of Austin residents; and

**WHEREAS**, it is in the interest of the City of Austin to ensure these laws are most effectively enforced; **NOW, THEREFORE**,

### **BE IT RESOLVED BY THE CITY OF AUSTIN:**

The City Manager is directed to review cities of comparable size who have passed similar proactive civil rights and labor laws and compare to the City of

Austin's current organization and make a recommendation to City Council to determine how the City can most effectively enforce and educate residents about these laws.

**ADOPTED:** \_\_\_\_\_, 2018

**ATTEST:** \_\_\_\_\_

Jannette S. Goodall  
City Clerk