

**WHEREAS:** The City of Somerville is committed to equity, inclusion, and ensuring that our workforce reflects the diversity of our community; and

**WHEREAS:** Representation of people of color in City Council and Clerk's Office positions strengthens public trust, fosters accountability, and ensures that decision-making reflects the lived experiences of all residents; and

**WHEREAS:** The City Council has a responsibility to lead by example in adopting equitable hiring practices that expand opportunity for historically underrepresented communities; **NOW, THEREFORE, BE IT**

**ORDERED:** That the Somerville City Council hereby requires that:

1. Any hiring process for positions within the City Council or the City Clerk's Office shall, to the extent practicable, include at least one person of color from Somerville's community, including but not limited to current council staff, councilors, or qualified residents, as part of the hiring committee or interview panel; and
2. Any finalist pool for positions within the City Council or City Clerk's Office shall, whenever reasonably possible, include at least one qualified candidate of color, as determined through the standard hiring criteria, in order to advance equity, strengthen diversity, and ensure meaningful representation in hiring outcomes; **AND BE IT FURTHER**

**ORDERED:** That the Personnel Department, in coordination with the City Clerk and City Council President, shall develop clear implementation guidelines, including outreach strategies, compliance mechanisms, and equity-focused training for panel participants, to ensure fairness, consistency, and alignment with the City's equity goals; **AND BE IT FURTHER**

**ORDERED:** That the Personnel Department shall provide an annual report to the City Council summarizing implementation, compliance, and measurable outcomes, including demographic data on applicant pools, finalists, and hires; **AND BE IT FURTHER**

**ORDERED:** That this policy is to be implemented in a manner consistent with all applicable state and federal equal employment opportunity laws. Nothing in this order shall be construed as establishing quotas or unlawful preferences; rather, its intent is to ensure diverse candidate slates, equitable access to opportunities, and inclusive decision-making processes; **AND BE IT FURTHER**

***ORDERED:***

That the Clerk of Committees forward this order to the Personnel Department, the City Clerk, and the City Council President for appropriate action.