

INTRODUCED: 8/14/2023

REFERRED TO: Administration and Finance Committee

SPONSOR: Councillor Osili

DIGEST: amends the Code to establish the Office of Equity, Belonging and Inclusion within the Office of the Mayor

SOURCE:

Initiated by: Office of the Mayor

Drafted by: Office of Corporation Counsel

LEGAL REQUIREMENTS FOR ADOPTION:

Subject to approval or veto by Mayor

PROPOSED EFFECTIVE DATE:

Adoption and approvals

GENERAL COUNSEL APPROVAL: _____ Date: August 10, 2023

CITY-COUNTY GENERAL ORDINANCE NO. _____, 2023

PROPOSAL FOR A GENERAL ORDINANCE to amend the Revised Code to create an Office of Equity, Belonging, and Inclusion in the Mayor's Office.

BE IT ORDAINED BY THE CITY-COUNTY COUNCIL OF THE
CITY OF INDIANAPOLIS AND OF MARION COUNTY, INDIANA:

SECTION 1. Chapter 202 of the "Revised Code of the Consolidated City and County," regarding the Mayor's Office, hereby is amended by the addition of a new Article IX, Office of Equity, Belonging, and Inclusion, to read as follows:

ARTICLE IX. – OFFICE OF EQUITY, BELONGING, AND INCLUSION

Sec. 202-901. - Office Established; Functions.

There is hereby established the Office of Equity, Belonging, and Inclusion for the City of Indianapolis (for purposes of this Article, the "Office"), as authorized by IC 36-3-4-23. The Office shall exercise those powers and duties granted by this Article or as lawfully designated by the Mayor with respect to diversity, equity, and inclusion (DEI) in the City of Indianapolis. The Office shall perform the following functions:

- (a) Conducting DEI training for City employees, officials, and appointees and for community groups or other non-governmental organizations that request training;
- (b) Collecting, maintaining, and analyzing data, including key performance indicators, from City departments, offices, and agencies relating to DEI metrics;
- (c) Leading community-facing initiatives on behalf of the Mayor's Office;
- (d) Leading employee support efforts, which may include, but shall not be limited to, overseeing the employee resource group program; and
- (e) Performing other related functions as designated by the Mayor.

Sec. 202-902. - Director; Powers and Duties.

- (a) The Office shall be administered by the director. The Mayor shall appoint the director for a term ending on December 31 of the year of appointment, subject to the approval of the City-County Council. The Mayor may reappoint the director for one or more additional one-year terms, with each reappointment subject to the approval of the City-County Council.
- (b) Whenever the position of director becomes vacant, a new director shall be appointed by the Mayor with the approval of the City-County Council, to serve for a term ending on December 31 of the year of appointment.
- (c) The director shall serve at the pleasure of the Mayor.
- (d) The director shall have the following powers and duties:
 - (1) Overseeing, supervising, and coordinating the activities of the Office as specified in Section 202-901.
 - (2) Hiring, supervising, and disciplining all personnel of the Office, who may include one or more deputy directors.
 - (3) Negotiating and executing contracts of the Office, subject to the authority of the Mayor and any other limitations prescribed by law or ordinance.
 - (4) Preparing and submitting the Office’s budget to the Controller.
 - (5) Delegating to the personnel of the Office the authority to act on behalf of the director.”

SECTION 2. This ordinance shall be in full force and effect upon adoption and compliance with IC 36-3-4-14.

The foregoing was passed by the City-County Council this _____ day of _____, 2023, at _____ p.m.

ATTEST:

 Vop Osili
 President, City-County Council

 Yulonda Winfield
 Clerk, City-County Council

Presented by me to the Mayor this _____ day of _____, 2023.

 Yulonda Winfield
 Clerk, City-County Council

Approved and signed by me this _____ day of _____, 2023.

 Joseph H. Hogsett, Mayor