



City of Cambridge

O-4
IN CITY COUNCIL
October 31, 2016

MAYOR SIMMONS

WHEREAS: The City of Cambridge continues to make strong efforts to ensure that its workforce accurately reflects the rich diversity of the community it serves, and it continues taking proactive steps toward creating a more supportive, culturally-sensitive work climate for all employees; and

WHEREAS: The establishment of internal programming such as the [Cambridge Leadership Initiative](#), which has been designed to help foster a working environment that places a greater emphasis around issues of Diversity, Equity, Inclusion, and Cultural Competency, has been an important component of working towards this goal; and

WHEREAS: To ensure that the City's mission of creating a more culturally sensitive workforce is achieved, it would be wise to extend any training and programming around cultural competency not only to the City's Department Heads and to members of its workforce but also to the legislative leaders that are responsible for creating the City's policies; now therefore be it

ORDERED: That the City Manager be and hereby is requested to take the necessary measures to ensure that all Department Heads and legislative leaders are fully aware of, engaged, and given opportunities to participate in the City's ongoing cultural competency trainings and programs.

In City Council October 31, 2016.

Adopted by the affirmative vote of eight members.

Attest:- Donna P. Lopez, City Clerk

A true copy;

ATTEST:-

Donna P. Lopez, City Clerk