

OFFERED BY COUNCILORS JULIA MEJIA, BREADON, DURKAN,
FITZGERALD, WEBER, AND LOUIJEUNE



**CITY OF BOSTON
IN CITY COUNCIL**

IN THE YEAR TWO THOUSAND TWENTY-FOUR

**ORDER FOR A HEARING TO AUDIT THE CITY OF BOSTON'S HIRING, FIRING
AND PROMOTION POLICIES, PRACTICES AND PROCEDURES**

- WHEREAS,** The City of Boston is the largest employer in the city, with more than 17,000 employees across various departments, including the Boston Police Department, Boston Public Schools, Boston Public Health Commission, and all other vital City departments. The City of Boston is also one of Massachusetts' largest employers; *and*
- WHEREAS,** The City of Boston prides itself on being an inclusive equal opportunity employer, and claims to be committed to creating a diverse and inclusive environment, stating that qualified applicants will be considered regardless of their sex, race, age, religion, color, national origin, ancestry, physical or mental disability, genetic information, marital status, sexual orientation, gender identity, gender expression, military and veteran status, or other protected category; *and*
- WHEREAS,** Although the City of Boston has made substantial strides to diversify its workforce, more can still be done to better reflect Boston's population, particularly as it pertains to leadership roles and corresponding wages and salaries; *and*
- WHEREAS,** The Boston Police Department (BPD) has long failed to reflect the city's population. Nearly 65% of uniformed officers remain white while other minority groups are underrepresented – 21.2% are Black, 11.3% are Latinx, and 2.6% are Asian; *and*
- WHEREAS,** The Boston Police Department struggles to diversify their ranks, especially at higher levels. There are still major diversity gaps, starting with superior officers promoted through the state civil service exam process. Investigative research found that 79 percent of Boston's sergeants and 97 percent of the department's lieutenants are white, *and*
- WHEREAS,** Studies have also found that Black and brown police officers get reprimanded at a higher rate than their white counterparts; *and*

WHEREAS, In August of 2022, one month before Superintendent Mary Skipper formally began her duties, 15 retired principals and other administrators of color signed a letter alleging that BPS has placed a disproportionate number of administrators of color on leave and is subjecting them to a process known as investigatory meetings in an effort to terminate them or force them to resign; *and*

WHEREAS, In 2019, BTU officials released a study that found that Black, Latino and older teachers were more likely to receive negative performance evaluation ratings; *and*

WHEREAS, It is the responsibility of the Boston City Council to ensure the City of Boston's hiring, firing and promotion practices, protocols and procedures are equitable and inclusive; ***NOW THEREFORE BE IT***

ORDERED: That the appropriate committee of the Boston City Council hold a hearing to audit the City of Boston's hiring, firing and promotion practices, protocols and procedures. Representatives from the administration, including the Boston Police Department, Boston Fire Department, Boston Public Schools, Boston Public Health Commission, Human Resources, and Equity and Inclusion. Lawyers for Civil Rights, and members of the public are also encouraged to testify.

Filed in Council: March 27, 2024