



CITY OF HOUSTON

EXECUTIVE ORDER

SUBJECT

Statement of Goals of the Mayor to Retain Law Firms who Desire to Increase, Retain and Promote Minority Lawyers.

E. O. No.

1-24

Effective Date

UPON APPROVAL

1. PURPOSE

To re-affirm the City of Houston's commitment to the principle of equal and economic opportunity to all persons by establishing a policy by which the City's Legal Department will take affirmative steps toward improving the recruitment, retention and promotion of minority lawyers in law firms that the City may retain as outside counsel.

2. OBJECTIVES

- a. To achieve full and effective utilization of all qualified lawyers in the City of Houston.
- b. To contract with law firms who will cumulatively increase the recruitment of minority lawyers by 10% during the next five (5) years.

3. SCOPE

This policy directive is applicable to law firms intending to be retained by the City.

4. DIRECTIVE

The City Attorney is directed to take appropriate steps to ensure that:

- a. All law firms wanting to perform legal services for the City are made aware of this policy directive and that all current and prospective lawyers and law firms be invited to declare their minority lawyer composition and their desire to be covered under the provisions of this directive;
- b. All law firms wanting to perform legal services for the City provide to the City Attorney a written statement of their commitment to a total recruitment policy and process to increase their hiring of minority lawyers to a cumulative 10% over the next five (5) years;
- c. All law firms performing legal services for the City provide annual reports to the City Legal Department to

Approved

Bob Lanier

Date Approved

2-19-93

page 1 of 2

verify the firm's actions and progress in recruiting, hiring and promoting minority lawyers;

- d. All non-minority law firms exhaust all reasonable means to locate those professional associations which maintain information about qualified minority candidates; and

SUBJECT

Bob Lanier

E. O. No.

1-24

Effective Date

UPON APPROVAL

page 2 of 2