

# Request to Authorize Increase to Shaw Law Group contract

Organization, Personnel  
& Technology Committee  
Item 7-7  
March 8, 2021



# Background

- November 2020: Board direction and authorization
  - Ethics Officer to oversee independent review of systemic EEO issues and related concerns
  - Maximum amount payable - \$200,000
- Work performed to date
  - Records review
  - Interviews (40+)
  - Climate assessment survey
  - Shaw Law Group presented interim report to Executive Committee

# Next Steps

- Systemic review
  - Employee-requested interviews (125+)
  - Additional analysis from surveys and interviews
- Investigations of certain employee concerns

# Board Options

- Option 1

- Authorize an increase in the maximum amount payable under contract with Shaw Law Group by \$200,000 to an amount not to exceed \$400,000 to conduct an independent review of allegations of systemic Equal Employment Opportunity related discrimination, harassment, and retaliation, and related concerns.

- Option 2

- Do not authorize increase in maximum amount payable under this contract.

# *Staff Recommendation*

- Option #1

