



## CITY OF DORAL NOTICE OF PUBLIC HEARING

All residents, property owners and other interested parties are hereby notified of a **City Council Zoning Hearing** on **Tuesday, June 20, 2017, beginning at 6:00 PM**, to consider adoption of the Annual Update (2017) to the Capital Improvement Element of the City's Comprehensive Plan. The City Council will consider this item for **FIRST READING**. This meeting will be held at the **City of Doral, Government Center, Council Chambers located at 8401 NW 53rd Terrace, Doral, FL. 33166**.

The City of Doral proposes to adopt the following:

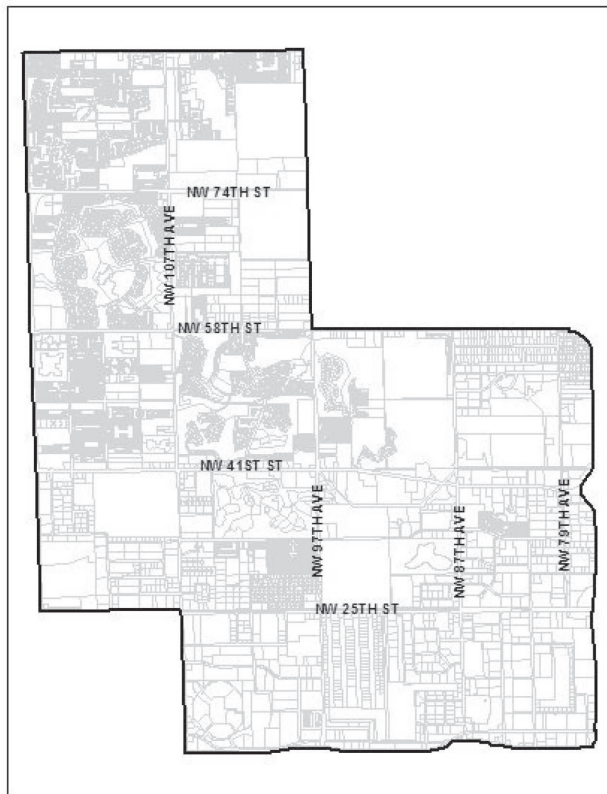
### ORDINANCE No. 2017-13

**AN ORDINANCE OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, ADOPTING THE 2017 CAPITAL IMPROVEMENTS ELEMENT ANNUAL UPDATE OF THE COMPREHENSIVE PLAN CONSISTENT WITH CHAPTER 163, PART II OF THE FLORIDA STATUTES; PROVIDING FOR TRANSMITTAL OF THE 5-YEAR SCHEDULE OF CAPITAL IMPROVEMENTS TO THE STATE LAND PLANNING AGENCY IN THE FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE**

**HEARING NO.:** 17-06-DOR-02

**APPLICANT:** City of Doral

**REQUEST:** To adopt the 2017 Capital Improvements Element Annual Update of the Comprehensive Plan and to authorize transmittal of the 5-Year Schedule of Capital Improvements to the State Land Planning Agency in the Florida Department of Economic Opportunity (FDEO).



Information relating to this request is on file and may be examined in the City of Doral, Planning and Zoning Department located at **8401 NW 53rd Terrace, Doral, FL. 33166**. All persons are invited to appear at this meeting or be represented by an agent, or to express their views in writing addressed to the City Clerk, **8401 NW 53rd Terrace, Doral, FL. 33166**. Maps and other data pertaining to these applications are available for public inspection during normal business hours in City Hall. Any persons wishing to speak at a public hearing should register with the City Clerk prior to that item being heard. Inquiries regarding the item may be directed to the Planning and Zoning Department at 305-59-DORAL.

Pursuant to Section 286.0105, Florida Statutes if a person decides to appeal any decisions made by the City Council with respect to any matter considered at such meeting or hearing, they will need a record of the proceedings and, for such purpose, may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. This notice does not constitute consent by the City for introduction or admission of otherwise inadmissible or irrelevant evidence, nor does it authorize challenges or appeals not otherwise allowed by law. In accordance with the Americans with Disabilities Act, all persons who are disabled and who need special accommodations to participate in this meeting because of that disability should contact the Planning and Zoning Department at 305-59-DORAL no later than three (3) business days prior to the proceeding.

**NOTE:** If you are not able to communicate, or are not comfortable expressing yourself, in the English language, it is your responsibility to bring with you an English-speaking interpreter when conducting business at the City of Doral during the zoning application process up to, and including, appearance at a hearing. This person may be a friend, relative or someone else. A minor cannot serve as a valid interpreter. The City of Doral DOES NOT provide translation services during the zoning application process or during any quasi-judicial proceeding.

**NOTA:** Si usted no está en capacidad de comunicarse, o no se siente cómodo al expresarse en inglés, es de su responsabilidad traer un intérprete del idioma inglés cuando trate asuntos públicos o de negocios con la Ciudad de Doral durante el proceso de solicitudes de zonificación, incluyendo su comparecencia a una audiencia. Esta persona puede ser un amigo, familiar o alguien que le haga la traducción durante su comparecencia a la audiencia. Un menor de edad no puede ser intérprete. La Ciudad de Doral NO suministra servicio de traducción durante ningún procedimiento o durante el proceso de solicitudes de zonificación.

Connie Diaz, CMC  
City Clerk  
City of Doral  
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## DIVERSITY

initiatives that will require more diversity among their outside counsel—or put those firms at risk of losing fees.

Other diversity mandates have been pushed by corporate GCs for almost two decades, but improvement has been slow. In 2000 the Diversity Scorecard found that large U.S. law firms were 9.7 percent minority; almost 20 years later, that proportion has increased by just 6 percentage points. By contrast, the proportion of minorities in the United States increased about 13 percentage points from 2000 to 2015, according to data from the U.S. Census.

The small gains registered in this year's Diversity Scorecard were not evenly distributed among different minority groups. Asian-American lawyers remain the best-represented minority group in large law firms, comprising 6.9 percent of Big Law lawyers, up from 6.7 percent in 2015. The proportion of Asian-American nonpartners increased by 0.2 percentage points to 9.9 percent. Asian-American partners also saw growth, up to 3.3 percent of all Big Law partners from 3.0 percent the year prior.

The total number of Hispanic attorneys increased by 0.2 percent to 3.7 percent. There were similar gains among partner and nonpartner ranks, to 2.6 percent and 4.5 percent, respectively.

However, there was no change in the total percentage of African-American attorneys across all levels. In 2016, as was the case in 2015, African-Americans comprised only 3.0 percent of Big Law attorneys: 3.9 percent of nonpartners and 1.9 percent of partners.

For the fourth consecutive year, White & Case tops the Diversity Scorecard rankings. (Each firm earned a score that is based on its percentage of minority lawyers plus its percentage of minority partners.) Of White & Case's 656 lawyers in the United States in 2016, 33.4 percent were minority lawyers, including 20.6 percent of U.S. partners. These percentages are down slightly from 2015, when the firm reported that 34.1 percent of its attorneys and 22.3 percent of its partners in the U.S. belonged to a minority group.

"We've had a kind of institutional ethos of diversity for many years," says Raoul Cantero, global executive partner for diversity at White & Case in Miami, citing the firm's global identity.

In addition, White & Case has had several clients, which the firm declined to name, that have required or encouraged the firm to staff its matters with diverse attorneys, Cantero says: "For many years, we've understood that our clients come from diverse backgrounds, diverse cultures, diverse thoughts and obviously diverse countries and we've recruited in order to serve those types of clients."

Fragomen, Del Rey, Bernsen & Loewy, a New York-based firm that specializes in immigration, held the No. 2 spot for the third year in a row. Minority attorneys represented 29.4 percent of the firm's 312 U.S. attorneys, an increase of 0.1 percent from last year. Wilson Sonsini Goodrich & Rosati again ranked third in diversity, followed by Fenwick & West, which rose from fifth place to fourth and displaced Los Angeles-based Wood Smith Henning & Berman, which dropped from the top five to No. 18. Curtis, Mallet-Prevost, Colt & Mosle rounded out the top firms, jumping from 10th last year to fifth this year.

Farther down the rankings, a few firms made big gains on the diversity front last year. Greenspoon Marder made

the biggest leap this year, jumping to No. 45 in the rankings from No. 110, thanks in part to increases in its Hispanic and Asian-American head counts. Proskauer Rose added close to 40 minority partners and associates, which helped the New York-based firm jump up the rankings to No. 65 from No. 128 the year prior. Baltimore-based Miles & Stockbridge also leapt up the rankings from No. 145 to No. 104, thanks to increases in its Asian-American and Hispanic head counts.

There were also some steep falls. Kelley Drye & Warren had the largest decline, dropping 43 places from No. 42 to No. 85. The firm's percentage of minority attorneys fell from 18.5 percent in 2015 to 17.1 percent last year, due in part to decreases in the number of Hispanic and Asian nonpartners at the firm. "At Kelley Drye, diversity and inclusion are core values [and] our dedication to these values extends to all levels from recruitment to staffing client matters," says Kelley Drye managing partner Lew Rose in an emailed statement. "Numbers change every year, but our commitment to diversity has never been stronger."

### FROM CARROT TO STICK

"The legal profession should be, in my view, at the forefront of understanding that you should fundamentally reflect the entire population," says Kim Rivera, chief legal officer and general counsel of HP. "It's hard to create a system that is experienced, fair, just and equal by all when it overwhelmingly underrepresents major portions of the people that it affects."

Rivera and HP made waves in February when the company announced a new diversity mandate, requiring that its outside firms have at least one diverse relationship partner on its matters or have one woman or "racially/ethnically diverse attorney" performing at least 10 percent of the billable hours. If a firm after a year fails to meet HP's staffing requirements, the technology company will withhold 10 percent of its fees.

"My department [has] been focusing on diversity and inclusion and wanted to talk about what we could do that was innovative, different and bold that would help address what we view as a very stubborn problem that the legal profession and particularly Big Law has been unable to solve despite the focus and attention of lots of people for decades," Rivera says of the initiative.

Under MetLife's new policy, each law firm must present the company with its plan to develop and retain diverse talent by June 2018.

Orrick, Herrington & Sutcliffe global chair and CEO Mitch Zuklie says he welcomes the pressure from corporate clients to staff matters with diverse teams, in that it reinforces the need to solve the diversity conundrum in Big Law. "While we've made great progress, I think progress everywhere, including at our firm, is slower than it needs to be and I think these types of measures at least force a dialogue," Zuklie says.

On this year's Diversity Scorecard, Orrick jumped from No. 13 to No. 8, with minority attorneys accounting for 24.6 percent of the firm's U.S. attorneys and 14.3 percent of its partnership ranks. For years, Orrick has been accommodating diversity requests from clients like Microsoft and Intel Corp., which has shifted the way the firm approached diversity, Zuklie says. "I don't think we staff a matter today without thinking about the diversity of the team—and we're not alone in that," Zuklie says.

Contact Meghan Tribe at [mtribe@alm.com](mailto:mtribe@alm.com).