

# DIVERSITY-POLICY

## I. INTRODUCTION

The County of Monterey understands that diversity is a collection of individual attributes that together helps the County pursue organizational objectives efficiently and effectively. These include, but are not limited to, characteristics such as encompasses differences in national origin, race, color, disability, ethnicity, gender, language, age, sexual orientation, gender identity, religion, socio-economic status, physical and mental ability, veteran status and family structures. It also encompasses differences among people in relation to where they are from and where they have lived and their differences of thought and life experiences, as well as experience, education and way of thinking.

The County believes the variety of perspectives resulting from such diversity helps promote innovation, creativity and opportunities for collaboration.

The County of Monterey supports an organizational culture of inclusion that connects each employee to the organization; encourages collaboration, flexibility, fairness, respect and courtesy; leverage and supports diversity throughout the organization so that all employees are able to participate and contribute to their full potential.

Our commitment to diversity and inclusion will demonstrate to our community and our employees that this is the way Monterey County conducts business.

## II. POLICY STATEMENT

The County of Monterey is committed to increasing and maintaining the ethnic, cultural and social a diverse population of employees its workforce, vendors, contractors and volunteers. The County of Monterey will strive to: believes its success is a reflection of the level of diversity in its workforce and communities.

- Create, establish and maintain an inclusive culture that allows each employee the opportunity to excel;
- Embrace the rich diversity of our organization and the growing diversity of our community; and
- Provide services to the public in a culturally competent manner.

Every County employee has an active role and responsibility to carry out this policy. The County believes in treating all people with respect and dignity. It strives to create and foster a supportive environment which embraces and celebrates a diverse world. The County believes that by valuing and appreciating individual differences, the lives of County employees will be enriched and service to County communities will be enhanced.

The Board of Supervisors has reaffirmed its commitment to equal opportunity, diversity and inclusion through the adoption of Chapter 2.80 Equal Opportunity and Non-Discrimination Ordinance of the Monterey County Code.

Additionally, the County reaffirms its policies that ensure the opportunity for employment of an ethnically and culturally diverse workforce where individuals enjoy the opportunity to speak their primary language.

The County recognizes that languages other than English are both necessary and welcoming and seeks to provide efficient and accessible public services to its non-English speaking communities.

All employees of the County are advised that they may use a language other than English without threat of discrimination or reprisal. ~~No manager or supervisor may require that an employee speak only English while at the workplace.~~ However, departments may require, after consultation with the Equal Opportunity Office that specific employees speak only English at certain times when it is justified by business necessity or emergency.

Language diversity is not used as a tool to exclude or demean others.

The County of Monterey is committed to supporting this policy and taking fair, appropriate and timely actions to do so.

### **III. RESPONSIBILITY**

County Department Heads, managers, and supervisory personnel are responsible for implementing this policy within their areas of ~~responsibility~~ authority.

### **IV. POLICY DISSEMINATION**

The Equal Opportunity Office is responsible for ensuring that the policy is disseminated.

### **V. TRAINING**

The Equal Opportunity Office is responsible for formulating and coordinating training on this policy for all county employees.

Each Department Head is responsible for ensuring its employees are trained in accordance with direction provided by the Equal Opportunity Office.