



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: 15-1239, **Version:** 1

Accept and approve the amended Diversity Policy.

RECOMMENDATION:

It is recommended that the Board of Supervisors accept and approve the amended Diversity Policy.

SUMMARY:

The Board of Supervisors Equal Opportunity Committee authorized the Equal Opportunity Officer to present the amended Diversity Policy to the full Board for approval. The approval of the proposed Diversity Policy reaffirms the County's commitment to increasing and maintaining the ethnic, cultural and social diversity of its workforce, vendors, contractors and volunteers.

DISCUSSION:

On January 29, 2013, the Board of Supervisors adopted Resolution No. 13-014 approving the Diversity Policy. The Equal Opportunity Advisory Commission recommended revisions to the Diversity Policy to include language in the policy which reflects the County's commitment to inclusion. The amended policy states 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.

The amended policy was presented to Department Heads for review and input and their revisions have been incorporated. On September 23, 2015, the Board of Supervisors Equal Opportunity Committee approved the Diversity Policy, as amended. Attached hereto, is the proposed Diversity Policy (Attachment A) and the redline Diversity Policy with recommended changes (Attachment B).

OTHER AGENCY INVOLVEMENT:

The Office of the County Counsel has reviewed and approved the amended Diversity Policy. .

FINANCING:

There is no financial impact to the General Fund.

Prepared by: Elisa Cantu, Equal Opportunity Analyst, (831) 755-5117

Approved by: Irma Ramirez-Bough, Equal Opportunity Officer

Attachments: Attachment A - Proposed Diversity Policy; Attachment B-Diversity Policy (redline)
(Attachments on file with the Clerk of the Board)

cc: Juan Rodriguez, Deputy County Counsel