

Alachua County Diversity and Inclusion Standard



Overview

- **Purpose**
- **Diversity Information**
- **Diversity and Inclusion Standard**





“Creating Respect for People and Place”

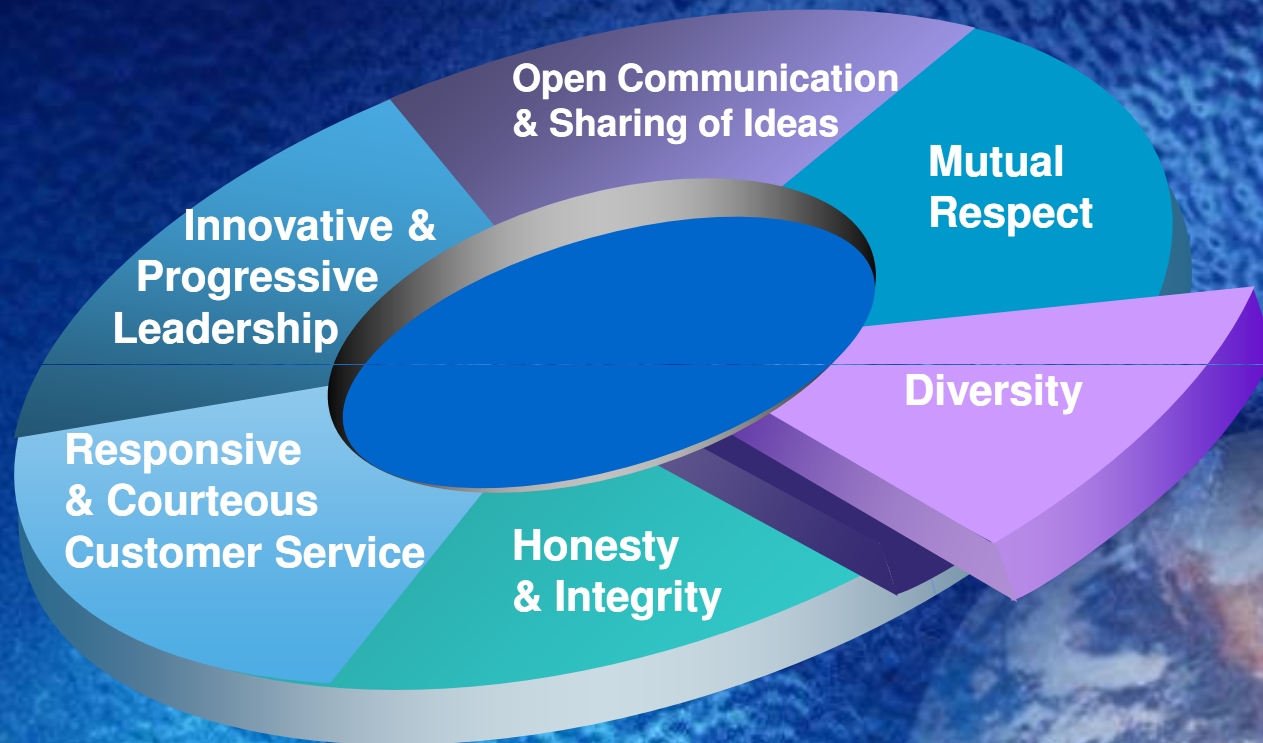
- **We are committed to fostering an environment that is inclusive of our co-workers and the communities we serve. Alachua County personnel policies, practices, programs and services should reflect this commitment.**
- **Vision success is dependent upon mutual respect, open communication and empowerment of employees and citizens.**



Alachua County Core Values

- Integrity
- Innovation
- Respect
- Accountability
- *Diversity*
- Communication
- Honesty

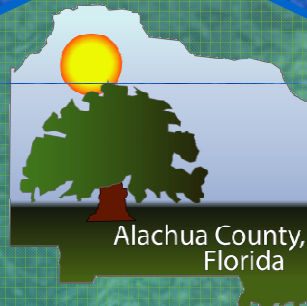
Alachua County Vision Components



Alachua County Government

The greater the diversity of our employees,
the greater our ability to serve our diverse communities.

**SOCIO-
ECONOMIC
BACKGROUND**



CULTURE

PASSION

EXPERIENCE



Alachua County Communities

- Alachua
- Archer
- Cross Creek
- Gainesville
- Hague
- Hawthorne
- High Springs
- Jonesville
- LaCrosse
- Melrose
- Micanopy
- Newberry
- Rochelle
- Santa Fe
- Waldo
- Windsor



Diversity = Human Differences

Differences are more than what is apparent. The possibilities of differences are infinite.

Examples: religion, political affiliation, experiences, veteran status, familial status and learning style.

Building Blocks Stumbling Blocks

Identity Factors				
<i>Talents</i>	<i>Experiences</i>	<i>Culture</i>	<i>Name</i>	<i>Religion</i>
<i>Familial Status</i>	<i>Political Affiliation</i>	<i>Learning Style</i>	<i>Health</i>	<i>National Origin</i>
<i>Marital Status</i>	<i>Sexual Orientation</i>	<i>Race</i>	<i>Speaking Accent</i>	<i>Gender</i>
<i>Beliefs</i>	<i>Educational Level</i>	<i>Attire</i>	<i>Appearance</i>	<i>Veteran Status</i>
<i>Habits</i>	<i>Organizational Membership</i>	<i>Language</i>	<i>Intelligence</i>	<i>Economic Level</i>



Commitment to Diversity

Behavior

Treat each other with dignity and respect.

Environment

Provide a safe and secure workplace.

Policy

Make decisions genuinely based on fairness and equity.

Training

Provide opportunities for growth & development through education.



Sustaining Diversity within Alachua County

Establish systems that promote diversity and maintain cultural competency in the workplace.

Create and maintain a respectful environment in which community cultures, values and beliefs are understood and advanced.

Introduce and apply communication and team building techniques.



Systems and Organizations

- Constituency
- Mission
- Principles
- Resources, Structure, Power
- Personnel
- Policies, Procedures, Programs, Services

Diversity Programs



- Annual EO Conference
- Diversity Training
- Hiring/Selection Process Review
- Multicultural Calendar
- Community Outreach

Employee Equal Opportunity Advisory Committee (EOAC)

- Promotes the value of diversity in the workplace
- Produces Quarterly “EO Advisor” Newsletter
- Hosts Annual Diversity Luncheon
- Hosts Cultural Brown-bag Lunch Forums



Diversity and Inclusion Standard

Alachua County government embraces diversity and values the unique distinctions among our employees and the people we serve. Our goal is to create an environment that supports a legacy of respect for people and place.

DIVERSITY

Difference

Individuality

Variety

Equality

Respect

Sensitivity

Inclusion

Team

You

