

RESOLUTION NO. 71 – AFFIRMING TOMPKINS COUNTY’S COMMITMENT TO BEING A DIVERSE AND INCLUSIVE ORGANIZATION BY CREATING A COMPREHENSIVE DIVERSITY AND INCLUSION PROGRAM

MOVED by Mr. Booth, seconded by Mrs. McBean-Clairborne.

WHEREAS, Tompkins County wishes to establish a foundation for diversity and inclusiveness for all of county government, to make diversity work as well as matter in all we do, and

WHEREAS, Tompkins County recognizes "diversity" as encompassing different personal characteristics such as race, age, sex, national origin, religion, sexual orientation, gender identity, ex-offender status, disability status, and veteran status, as well as respecting, learning about, and learning from the differences and similarities each individual or group brings to the work of county government, and

WHEREAS, Tompkins County recognizes inclusion as encompassing a culture change that results in a welcoming atmosphere for residents and staff from diverse backgrounds and with diverse attributes, and that creates organizational effectiveness in the way county government provides opportunities, services, interaction, communication, information, and decision-making to leverage the potential of its diversity and that of the county, and

WHEREAS, Tompkins County wishes to demonstrate its commitment to diversity and inclusion by ensuring all employees, volunteers, and clients treat each other with dignity and value, respect differences, recognize and respond effectively to differences, and identify and remove systemic and historical barriers to embracing diversity and inclusiveness, and

WHEREAS, Tompkins County recognizes that an effective and successful diversity and inclusion initiative must include, among other attributes: established equal-opportunity and affirmative-action programs to ensure equal access to employment opportunities; regular training on affirming diversity and inclusiveness; flexibility within organizational culture that addresses work and life issues; well-defined and well-communicated policies of non-discrimination and non-harassment; well-documented and understood complaint procedures for addressing discrimination issues; and a physical space that represents diversity and inclusion, now therefore be it

RESOLVED, on recommendation of the Budget and Capital Committee, That the Tompkins County Legislature fully supports a diversity and inclusion initiative by affirming the existence of the Workforce Diversity and Inclusion Committee, convened/commissioned by the Chair of the Legislature in February, 2005, and made up of community members, employees, and other interested parties,

RESOLVED, further, That the Tompkins County Legislature charges the Workforce Diversity and Inclusion Committee with developing for the County a draft workforce diversity and inclusion plan that addresses the County’s commitment to diversity and inclusion,

RESOLVED, further, That the Workforce Diversity and Inclusion Committee is also charged with reviewing the County's 1997 Affirmative Action Plan, and developing for the County a draft implementation plan for the workforce diversity and inclusion initiative,

RESOLVED, further, That the Workforce Diversity and Inclusion Committee will work closely with any internal staff teams to advise on interim steps for recruitment, hiring, and retention of persons with diverse backgrounds and attributes for County employment,

RESOLVED, further, That the Tompkins County Legislature will provide the necessary resources to develop and implement the County’s diversity and inclusion program as drafted by the Workforce Diversity and Inclusion Committee and pending further action by the Legislature.

SEQR ACTION: TYPE II-20

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cc: Administration - via Network
Finance
Public Works
Department Heads

STATE OF NEW YORK)
) ss:
COUNTY OF TOMPKINS)

I hereby certify that the foregoing is a true and correct transcript of a resolution adopted by the
Tompkins County Legislature on the 19th day of April, 2005.

IN WITNESS WHEREOF, I have hereunto set my hand and
affixed the seal of the said Legislature at Ithaca, New York,
this 20th day of April, 2005.

, Clerk
Tompkins County Legislature