

RESOLUTION
#R2010-08

Whereas, the DeKalb County Board has studied the possibility of adopting a written policy statement that would be reflective of its past practices regarding diversity, and

Whereas, the DeKalb County Executive Committee, having reviewed the *attached policy statement*, did recommend that the full County Board consider adopting it as a statement of Organizational Culture.

NOW, THEREFORE, BE IT RESOLVED that the DeKalb County board does concur in the findings and recommendation of the DeKalb County Executive Committee and does hereby adopt the attached **Diversity Policy Statement**. Be it further resolved that the DeKalb County Board does direct that the Policy statement be distributed electronically to all DeKalb County Employees and be posted on the County Website.

PASSED AT SYCAMORE, ILLINOIS THIS 20TH DAY OF JANUARY 2010 A.D.

ATTTEST:

SIGNED:

Sharon L. Holmes
County Clerk

Ruth Anne Tobias
County Board Chairman

**DIVERSITY POLICY STATEMENT
DEKALB COUNTY, ILLINOIS**

The County recognizes that continued success in meeting the needs of our clients and customers, both internal and external, requires us to embrace and appreciate diversity. We envision diversity as encompassing an individual's unique characteristics and experiences, including legally protected categories such as gender, race, ethnic origin, disabilities, age, sexual orientation and other factors such as personality, work style, marital and parental status, educational background, career and other life experiences. By fostering an atmosphere of acceptance and support of all individuals, we can help to demonstrate our commitment to the strengths afforded by the differences and individual contributions of each person.

We will achieve the ultimate goal of workplace diversity when we enhance our ability to recruit, retain, and tap the full potential of qualified employees at all levels and are diverse enough to reflect the population and socioeconomic circumstances of the residents of the County ; and to help enhance our service to the community.

Diversity complements the other organizational values of teamwork, leadership, empowerment and service quality. It encompasses the way we work, the work environment, and respect for people and ideas. Diversity includes everyone and everything.

Diversity is inclusion. It stresses equal opportunity, recognizes and respects the multitude of differences that employees bring to the workplace, and acknowledges the changing "face" of the community we serve. The affirmation of diversity and full cooperation by all managers, supervisors, and employees is expected and it is an integral part of our culture.