



COUNTY OF HUMBOLDT

For the meeting of: 7/14/2020

File #: 20-890

To: Board of Supervisors

From: Supervisor Rex Bohn

Agenda Section: Initiated by Board Member

SUBJECT:

Strategies to Promote and Increase Diversity, Equity and Inclusion (Supervisor Rex Bohn)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Consider directing staff to explore, prepare, and develop strategies and practices to support a diverse workplace and harness the benefits of diversity and inclusion to achieve organizational excellence.

SOURCE OF FUNDING:

General Fund

DISCUSSION:

Community advocates, and the nation at large, have begun to engage in a dialogue about diversity and acceptance in response to events across the nation. Organizations that create diverse and inclusive work environments are more creative, high performance driven and become magnets that attract top talent. Staff can research diversity and inclusion frameworks, and best practices, to include but are not limited to: integration of diversity and inclusion strategies in recruitment, performance management, leadership assessment and training; creation of employee networks such as resource groups and community outreach groups; strengthening anti-discriminatory policies; and creation of goals and progress measurements. Accordingly, it is worth the Board's consideration to direct staff to explore, prepare, and develop strategies and practices to support a diverse workplace and harness the benefits of diversity and inclusion to achieve organizational excellence.

FINANCIAL IMPACT:

Unknown at this time.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by providing community-appropriate levels of service .

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OTHER AGENCY INVOLVEMENT:

Not applicable.

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board discretion.

ATTACHMENTS:

N/A

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A