

AMERICAN PUBLIC WORKS ASSOCIATION

GENERIC DIVERSITY EMPLOYMENT POLICY

WHEREAS, the *(name of organization/municipality)* mission is to _____, and

WHEREAS, *(name of organization/municipality)* recognizes that the American work force has undergone unprecedented changes in recent years. Diversity due to age, sex, race, language, values, attitudes, beliefs, etc., is more distinctive now than at any time in the history of the work setting, and

WHEREAS, *(name of organization/municipality)* recognizes that in order to provide the best possible services to the community, the organization must recognize and harness the human power of diverse work groups to strengthen productivity and ensure viability, and

WHEREAS, *(name of organization/municipality)* believes that its managers/supervisors need to enhance the perspective needed to manage our diverse and changing work force, and

WHEREAS, *(name of organization/municipality)* believes that in order to better provide quality services in a safe and timely manner, *(name of organization/municipality)* must prepare for the increasing work place diversity by developing an on-going, long-term, day-to-day action plan/process. It is not a company benefit or a new Human Resources program, and

NOW, THEREFORE, BE IT RESOLVED by *(name of organization/municipality)*'s board/city council that senior management is fully supported by the board/city council to execute a process of valuing and managing the diversity in its work force. The overall goal of this process will be to manage diversity in such a way as to first get from all employees everything *(name of organization/municipality)* has a right to expect and secondly, to get everything they have to give.