

Diversity and Inclusion Task Force CHARTER

Background:

Ventura County is home to one of the nation's most diverse populations. In Ventura County near 40% of homes speak another language other than English and the 23% are residents are foreign born (www.quickfacts.census.gov) Diversity factors also include geographical communities, socioeconomic status, thinking styles, educational back ground, etc. The County of Ventura's workforce is reflective of this makeup. It is important for the County of Ventura as an organization to appreciate the significant contribution of its diverse workforce to maximize outcomes for the population it serves.

Purpose:

- First, build internal capacity within the County of Ventura to ensure we have the systems and practices to work effectively and leverage differences with all team members, customers and with the community.
- Second, to improve outcomes for community members, deliver culturally responsive services, and maintain successful partnerships with community organizations.

This DITF will ensure that cultural diversity and inclusion efforts are not only in line with each other but are consistent with our organizational objectives. All objectives and activities will be designed to meet specific goals and will be evaluated based on these goals. The DITF will provide recommendations to leadership on policies, programs, trainings, best practices, initiatives and serve as a communication link between all County of Ventura Agencies.

Working Definitions: the DITF operates with a common understanding of the following terms:

Diversity: All the ways in which people differ, including innate characteristics (such as age, race, color, gender, gender identity, sexual orientation, ethnicity, national origin, cognitive or physical disability) and acquired characteristics (such as education, socioeconomic status, religions, work experience, language skills, cultural values, geographic location, family status, organizational level, work style, etc.)

Inclusion: The act of enabling and empowering the full participation and contribution of all workforce members in support of the mission of the organization by eliminating barriers. The intentional leveraging of the diverse talents and attributes of the entire workforce by configuring work opportunities, business processes, functional operations, rewards systems, work-life options, professional interactions, communications, information sharing, decision making to empower and engage all employees.

Goals:**To improve Cultural Diversity and Inclusion through:**

- Assessing the strengths, weaknesses, opposition, and barriers on Diversity and Inclusion in the county workforce
- Identifying existing cultural Diversity and Inclusion efforts
- Researching existing resources and best practices that are models for workforce and organizational development of Diversity and Inclusion
- Creating a Diversity and Inclusion development action plan (including creating policy, programs, trainings, and communication strategies to improve and promote Diversity and Inclusion)
- Measuring impacts of the action plan

Roles:

The DITF shall be composed of key multidisciplinary staff from across the County of Ventura, in diverse Agencies and led by a Chair. Task Force will Representatives on the DITF will bring a variety of expertise, including knowledge of diversity and inclusion, organizational development, change management, community partnerships, and County policies and procedures. The members will be in leadership roles in their agencies and have the ability to shape policy, programs, and culture in the County as well as allocate financial and human resources to meet its goals.

Staff:

County Counsel
CEO-HR Training and Development

Task Force Composition:

HR-CEO
Agency Representatives
One community member

Nominations will be solicited from each Agency. The composition of the Task Force will reflect the county workforce. The Task Force will be made up of 11 individuals of which one is a member of the community.

Operating Procedures:

The DITF will meet quarterly or as determined by the Chair. In the interim all committee needs can be met through electronic communication.