



Workforce Diversity Statement & Plan

No. 03-2005

The City of Ithaca is committed to a work environment and community governance that values and supports diversity and inclusion.

Collectively we will strive to learn about diversity, educate City employees, members of boards and committees and other volunteers, and promote acceptance of the differences of others within our workforce and our community.

Our goal is to strengthen

- The City's work environment by actively seeking employees and volunteers with diverse backgrounds.
- Our government by developing laws, policies and procedures governing our workforce and the City of Ithaca that is mindful and inclusive of our diverse community.
- Our ability to serve our constituents, by developing and maintaining a work environment that supports and nurtures every individual throughout his or her tenure with the City.

Our Vision into Reality

WE will develop laws, guidelines, and policies and procedures that will govern our workforce, such as Vision, Mission, and Values adopted by Council and Workforce Diversity ORDINANCE

WE will utilize strategic planning to identify critical success factors for the City of Ithaca and allocate resources that are consistent with our vision, mission, values and diversity statement, by doing a Draft Organizational Strategic Plan and a Workforce Diversity Plan

Our Diversity Plan Summary of Attributes

1. Established Foundation for Diversity and Inclusiveness: Speaks to the City's obligation and commitment to equal opportunity and non-discrimination in employment.
2. Demonstrated Commitment to Diversity and Inclusiveness: Reflect the diversity of its community.
3. Holistic View of City of Ithaca Community Members: Recognition of the employees need to balance responsibilities at work and outside of work.
4. Accommodation for Individuals with Disabilities: Non-discrimination against individuals with disabilities.
5. Recognition of Organizational Culture and Process: The City's commitment to its mission.
6. Development and Implementation



of Programs to Promote Diversity and Inclusion: Recruitment of a diverse workforce.

7. Demonstrated Commitment to Continuous Learning: Education and training programs to build effective working relationships.

8. Access to Opportunity/Succession Planning: Recognition of the need of employees to grow personally and professionally.

9. Systems of Recognition, Acknowledgement, and Reward: Recognition of employees.

10. Shared Accountability and Responsibility for City of Ithaca's Mission: Ensure that employees are aware of the City of Ithaca's mission.

11. Commitment to Community Partnerships: Community outreach and alliance building.

12. Collaborative Conflict Resolution Processes: The City's systems for addressing workplace concerns.

13. Participatory Work Organization and Processes: Encouragement of teamwork.

14. Communication and Information Sharing: Establishment of communication strategies

OUR EXPECTATIONS OF WORKFORCE MEMBERS

- Avail themselves of different educational opportunities offered
- Represent City in a way that is consistent with expoused values.
- Treat with respect and value each individual
- Do not be a party to discriminatory & oppressive actions/behaviors (if you are a victim of discrimination & intimidation you must report it)
- Take personal ownership for not engaging in oppressive & intimidating behaviors.
- Understand consequences to certain behaviors which are not acceptable in our work environment

What work diversity is important?

- It is the mission of the city of Ithaca
- The City of Ithaca's commitment values and supports diversity and inclusion
- It reflects the diversity of its community

