



MEMORANDUM

Agenda Item No. 11(A)(6)

TO: Honorable Chairman Joe A. Martinez
and Members, Board of County Commissioners

DATE: June 5, 2012

FROM: R. A. Cuevas, Jr.
County Attorney

SUBJECT: Resolution directing the County
Mayor to establish a County-wide
initiative to promote diversity and
inclusion in the County's work force
Resolution No. R-477-12

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Barbara J. Jordan and the Co-Sponsor is Vice Chairwoman Audrey M. Edmonson.



R. A. Cuevas, Jr.
County Attorney

RAC/cp



MEMORANDUM

(Revised)

TO: Honorable Chairman Joe A. Martinez
and Members, Board of County Commissioners

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County Attorney

SUBJECT: Agenda Item No. 11(A)(6)

Please note any items checked.

- "3-Day Rule" for committees applicable if raised**
- 6 weeks required between first reading and public hearing**
- 4 weeks notification to municipal officials required prior to public hearing**
- Decreases revenues or increases expenditures without balancing budget**
- Budget required**
- Statement of fiscal impact required**
- Ordinance creating a new board requires detailed County Manager's report for public hearing**
- No committee review**
- Applicable legislation requires more than a majority vote (i.e., 2/3's ____, 3/5's ____, unanimous ____) to approve**
- Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required**

Approved _____ Mayor
Veto _____
Override _____

Agenda Item No. 11(A)(6)
6-5-12

RESOLUTION NO. R-477-12

RESOLUTION DIRECTING THE COUNTY MAYOR TO
ESTABLISH A COUNTY-WIDE INITIATIVE TO PROMOTE
DIVERSITY AND INCLUSION IN THE COUNTY'S WORK
FORCE

WHEREAS, it has long been the policy of Miami-Dade County to prohibit discrimination in employment and to foster and maintain equal employment opportunities without regard to sex, race, color, religion, ancestry, national origin, age, disability, sex, pregnancy, marital status, familial status or sexual orientation; and

WHEREAS, the anti discrimination policies of Miami-Dade County are contained in Chapter 11A of the Code and Administrative Order No. 7-6; and

WHEREAS, our community and our government are at our best when we draw on the talents of all parts of our society, and our greatest accomplishments are achieved when diverse perspectives are brought to bear to overcome our greatest challenges; and

WHEREAS, to realize more fully the goal of using the talents of all segments of society, the County must continue to challenge itself to enhance its ability to recruit, hire, promote and retain a more diverse workforce, especially in these difficult economic times; and

WHEREAS, the creation of a diversity and inclusion plan will help to promote these policies and is in the best interest of the County,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that the County Mayor is hereby directed to create a coordinated County-wide initiative to promote diversity and inclusion in the County's workforce. To accomplish this initiative, the Mayor shall develop a County-

wide Diversity and Inclusion Plan (the "Diversity Plan") to be updated as appropriate and at a minimum every 4 years, focusing on workforce diversity, workplace inclusion, and hiring accountability and leadership. The Diversity Plan shall identify comprehensive strategies to identify and remove barriers to equal opportunity that may exist in the County's recruitment, hiring, promotion, retention, professional development and training policies and practices. The Diversity Plan shall further identify appropriate practices to improve the effectiveness of the County's efforts to recruit, hire, promote, retain, develop and train a diverse and inclusive workforce. The Diversity Plan shall be submitted to this Board for its approval not later than ninety (90) days following the date of this resolution.

The County Mayor shall also establish a task force for purposes of advising the Mayor and this Board with respect to the Diversity Plan. The Mayor is requested to include in the task force, among others, the Director of the Office of Management and Budget, a representative of the Division of Human Resources of the Internal Services Department, and the Director of the Office of Human Rights and Fair Employment Practices, or their designees. The Mayor is further requested to direct each department to designate a staff person to be in charge of carrying out the Diversity plan within the department. The Mayor shall submit an annual report to the Board updating the County's progress in implementing the Diversity Plan.

The Prime Sponsor of the foregoing resolution is Commissioner Barbara J. Jordan and the Co-Sponsor is Vice Chairwoman Audrey M. Edmonson. It was offered by

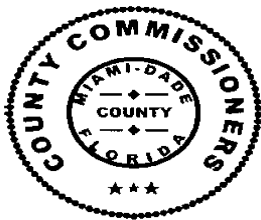
Commissioner **Barbara J. Jordan**, who moved its adoption. The motion was seconded by Commissioner **Dennis C. Moss** and upon being put to a vote, the vote was as follows:

	Joe A. Martinez, Chairman	absent
	Audrey M. Edmonson, Vice Chairwoman	absent
Bruno A. Barreiro	absent	Lynda Bell absent
Esteban L. Bovo, Jr.	aye	Jose "Pepe" Diaz aye
Sally A. Heyman	aye	Barbara J. Jordan aye
Jean Monestime	aye	Dennis C. Moss aye
Rebeca Sosa	absent	Sen. Javier D. Souto aye
Xavier L. Suarez	absent	

The Chairperson thereupon declared the resolution duly passed and adopted this 5th day of June, 2012. This resolution shall become effective ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

MIAMI-DADE COUNTY, FLORIDA
BY ITS BOARD OF
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK



By: **Christopher Agrippa**
Deputy Clerk

Approved by County Attorney as to form and legal sufficiency.

Hugo Benitez