

To Learn More about
"Diversity Matters" Contact:

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Human Rights and Fair Employment Practices

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Diversity *matters*

at Miami-Dade County



Miami-Dade County Office of
Human Rights and Fair Employment Practices

Miami-Dade County is committed to attracting and retaining a talented and diverse workforce that can deliver excellence everyday in the services provided to our customers. "Diversity Matters" is a program created to support diversity awareness and encourage workplace fairness.

What is Diversity?

Diversity is broader than racial or ethnic identity. Our employees are individuals with variance in race, color, gender, age, religion, national origin, physical ability, ancestry, marital status, and sexual orientation. Diversity supports a culture of inclusion and celebrates differences in ideas, belief systems, backgrounds, experiences, demographics, culture, attitudes, and communication styles.

Is Diversity the Same as EEO and Affirmative Action?

No. Equal Employment Opportunity laws and affirmative action policies prohibit discrimination in the workplace and require that steps are taken to hire and promote qualified women, people of color, people with disabilities and veterans. Supporting employee diversity is broader than EEO and focuses beyond categories such as race, gender, and age.

What is the "Diversity Matters" program?

"Diversity Matters" is the proactive, County-wide program to support and celebrate County employees. It provides information to all levels of the County workforce. With this program, County employees are provided unprecedented access to training development and opportunities for career development.

Why is Diversity Important?

Miami-Dade County believes it is important to respect, accept, and celebrate the diversity of its employees. As one of the nation's most diverse geographical areas, Miami-Dade County employs people whose "differences" produce the diverse skills, talents and perspectives needed to respond to the dynamic and multicultural customer base that we serve. Employee disputes can stem from a lack of understanding of cultural values and differences, but through improved diversity awareness, employees and supervisors will be more sensitive to the perceptions of others and be able to work more successfully among the differences that we present.

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