


Date: February 6, 2023

To: Department Directors

From: Daniella Levine Cava 
Mayor

Subject: Mandatory Diversity & Inclusion Employee Training

Employees are the foundation of Miami-Dade County and the key to its success. The County is committed to building and sustaining a workplace that embraces the potential of all employees by promoting diversity, inclusion, equity, and respect. As a demonstration of the County's ongoing efforts to create supportive, diverse, and inclusive work environments, I am pleased to announce the launch of a new "Diversity Matters" e-Learning program in February of 2023.

The "Diversity Matters" program is designed to increase awareness and sensitivity to diversity issues and provide information on employee rights, responsibilities, and appropriate workplace behavior. The program supports the County's goals to create and maintain a diverse, results-oriented, high-performing workforce; cultivate a flexible and inclusive work environment; and ensure accountability at all levels of our organization. This program includes both web-based e-Learning and classroom training components that provide an interactive learning experience for the participants. The training is a two-hour program covering topics in equal employment opportunity, anti-discrimination law, cultural sensitivity, anti-bullying, and developing sustainable ways for all employees to support diversity, equity, and inclusion in our workplaces.

"Diversity Matters" strengthens the County's position that diversity, equity, and inclusion are integral to the successful delivery of high quality, efficient services to our diverse residents and community partners. Additionally, the program reaffirms the County's commitment to eradicating discrimination and promoting diversity respect and inclusion, not only in our workplace, but throughout our entire community.

Beginning in February of 2023, the Human Rights and Fair Employment Practices (HRFEP) Division of the Human Resources Department (HR) have launched Phase I of the program that will include Departmental Personnel Representatives from all departments and staff from the HR and Information Technology departments. Following Phase I, HRFEP will coordinate with other County departments to ensure completion. Participation in this program will be mandatory for all County employees and monitored for compliance by HR.

Should you have any questions, please contact Erin A. New, HRFEP Division Director, at (305) 375-2784.

c: Honorable Chairman Oliver G. Gilbert, III
and Members, Board of County Commissioners
Honorable Carlos J. Martinez, Public Defender
Honorable Nushin Sayfie, Chief Judge, Eleventh Judicial Circuit
Honorable Katherine Fernandez Rundle, State Attorney
Honorable Luis G. Montaldo, Clerk Ad Interim, Circuit and County Courts
Honorable Pedro J. Garcia, Property Appraiser
Lazaro Solis, Deputy Property Appraiser
Carlos A. Migoya, President and Chief Executive Officer, Jackson Health System

Launch of "Diversity Matters" mandatory e-Learning

Page 2

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Gerald K. Sanchez, First Assistant County Attorney

Jess M. McCarty, Executive Assistant County Attorney

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Felix Jimenez, Inspector General

Jose J. Arrojo, Executive Director, Commission on Ethics and Public Trust

Javier A. Betancourt, Executive Director, Citizens' Independent Transportation Trust

William Diggs, Executive Director, Miami-Dade Economic Advocacy Trust

Aileen Bouclé, Executive Director, Transportation Planning Organization

Basia Pruna, Director, Clerk of the Board

Jennifer Moon, Chief, Office of Policy and Budgetary Affairs

Yinka Majekodunmi, Commission Auditor

Departmental Personnel Representatives