

EXECUTIVE SPONSORSHIP AGREEMENT FOR DIVERSITY

In executing this agreement, Catawba County Government Department Heads recognize their long standing and continued commitment to providing leadership in facilitating progress towards the following Diversity Vision for Catawba County Government:

Diversity Vision

Catawba County Government is committed to recognizing diversity within its employee population. Because we believe workplace diversity is a major contributor to a successful organization, Catawba County Government embraces diversity in our community as well as our workforce and seeks to enhance it on all levels. Catawba County Government will continue to engage employees in discussions as it relates to diversity with the goal of accomplishing and/or maintaining the following:

1. The workplace and work practices of Catawba County Government embrace the diversifying population of employees and recognize the various cultures that are present in the workplace. In Catawba County Government, diversity includes race, color, religion, gender, national origin, age and disability. The government is committed to providing a professional and respectful working environment for all those who are employed by the County.
2. Catawba County Government will make all reasonable efforts to mirror the population we are trying to serve.
3. Catawba County Government continues to offer activities and programs that raise awareness of the rich diversity present in our organization and in our community.
4. Catawba County Government is committed to maintaining a harmonious working environment for all employees and will continue to work to recognize the changes in our citizen population to be sure that our employees are responsive to the needs of the citizens.

To facilitate achievement of this vision, Department Heads will continue to initiate activities that support the Diversity Vision, and will nominate departmental staff representatives with a demonstrated commitment to the Catawba County Government Statement Philosophy which indicates the following tenets that relate to diversity:

- a. "Foster an economic, social and physical environment that allows individual and corporate citizens to realize their full potential."
- b. "Encourage and recognize creativity, innovation and teamwork among County employees. "
- c. "Administer county government with compassion and fairness."

Committee duties will include participating in Committee activities such as attending regularly scheduled meetings and sharing ideas related to achieving the diversity goals identified above.