



M-NCPPC Resolution 21-07

COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

WHEREAS, the Commission supports an agency of excellence which values diversity, equity, and inclusion in our workplace and in the programs and services we provide to our communities; and

WHEREAS, the Commission believes a skilled, qualified, and diverse workforce strengthens its ability to provide quality service to internal and external customers, communicate within our diverse communities, and enhance business competitiveness; and

WHEREAS, the Commission is a workplace where all employees and applicants are treated fairly, considered on the basis of merit, and decisions fully comply with non-discrimination laws and all other employment protections; and

WHEREAS, the Commission recognizes the necessity to champion these values and maximize the contributions of all employees; and

WHEREAS, on December 15, 1999, the Commission approved the development of a Commission-wide diversity initiative; and effective July 1, 2000, authorized appointments to the Diversity Council to assist the strategic development of diversity policies and programs; and

WHEREAS, on September 19, 2001, the Commission approved and adopted Resolution 01-16, establishment of a Diversity Definition, Vision, and Policy Statement that had been recommended by the Diversity Council; and

WHEREAS, progress made in organizational diversity and recent world events have encouraged dialogue in this agency; and

WHEREAS, the Diversity Council was charged with reviewing the existing diversity and vision statement to ensure it reflects the agency's commitment on a consistent Diversity, Equity, and Inclusion Statement; and

WHEREAS, the Diversity Council developed and vetted a Diversity, Equity, and Inclusion Statement with the Commission's Executive Committee, department heads, policy and human resource staff, legal, and public affairs staff; and

WHEREAS, the updated Diversity, Equity, and Inclusion Statement serves as guiding philosophy that will be used to support the Diversity Council's strategic plan, recruitment and onboarding of the workforce, development of services/programs, training, and communications; and

WHEREAS, the Executive Committee adopted the following Diversity, Equity, and Inclusion Statement:

One Commission, One Philosophy: *Thriving in a Culture of Diversity, Equity, and Inclusion*

M-NCPPC, a leader in land use planning, parks, and recreation, celebrates the diversity of our workforce and the communities we serve. Diversity combined with a commitment to equity and inclusion communicates our organizational values, enriches the lives of our employees, and bolsters innovative thinking essential to success.

*M-NCPPC recognizes **diversity** as a dynamic mix of personal and cultural characteristics, perspectives, and relationships as a vital organizational resource. In the workplace, diversity includes all differences that define each of us as unique individuals. These differences include culture, ethnicity, race, sex, gender identity, nationality, age, religion, abilities, sexual orientation, experiences, opinions and beliefs, and any protected groups.*

*M-NCPPC believes **equity** is an active commitment to unbiased treatment while providing access and opportunity for people of all backgrounds to participate and thrive in the workplace.*

*M-NCPPC strives to enhance **inclusion** with a true sense of belonging that encourages the participation of all individuals by removing barriers, building a culture of connectedness, and recognizing that every voice adds value to our organization.*

NOW, THEREFORE, BE IT RESOLVED, that the Maryland-National Capital Park and Planning Commission hereby endorses the adoption of the Diversity, Equity, and Inclusion Statement.

AND BE IT FURTHER RESOLVED, that the Maryland-National Capital Park and Planning Commission directs staff to develop processes, procedures, and programs to assure its full implementation and enforcement.

AND BE IT FURTHER RESOLVED, that the M-NCPPC does hereby authorize the Secretary/Treasurer to take action as may be necessary to implement this Resolution.

APPROVED FOR LEGAL SUFFICIENCY:

Tracey Harvin,
M-NCPPC Legal Department,
(May 11, 2021)