Maricopa County Diversity Office
Diversity Initiatives for 2007

Diversity Goal 1: Continue the Management Accountability for Recruitment and Retention

a. Incorporate a recruitment and retention plan with key measures in every director's performance plan and every department's action plan.

b. Post all jobs open and competitive, with an exception for internal promotions posted internally first, then open and competitive.

Diversity Goal 2: Celebrating Diversity Inclusion in Maricopa County

a. In conjunction with the County Diversity Coordinators, the Maricopa County Hispanic and African American Knowledge Networks, American Indian, Asian American, women's organizations and other external/internal groups, work to create opportunities to celebrate diversity consistent with the county's overall mission and MfR goals.

Diversity Goal 3: Compiling the Diversity Profile Data in the Diversity Office

a. Compile the county's three year demographic profile, inclusive of Article 3 / 5 spending with W/MBE's/DBE's using appropriate annual data collection.

Diversity Goal 4: Establish the links between the Maricopa County Diversity Initiatives and the Career Development Systems and Programs. The first two links will include the establishment of a county-wide Internship and Mentoring program for all departments within Maricopa County.

1. **Audit all Internships currently underway in Maricopa County & establish a uniform process to be used by all departments to accommodate their career and management development needs.**
2. **Develop a mentorship program process to support the Internship needs of all County departments.**

Diversity Goal 5: Consistent use of focused diversity recruitment lists and the use of specialized recruitment web sites to expand our pool of candidates for the higher paying professional and upper management job vacancies.

Diversity represents those human qualities that are different from our own and outside of the groups to which we personally belong. Diversity incorporates the primary characteristics of age, ethnicity, race, gender, sexual orientation, physical abilities and challenges. Diversity dimensions also include educational background, geographic location, parental status, military experience, religious beliefs, and social, economic and political acculturation. Diversity is not about ignoring our differences, but rather about acknowledging, celebrating, and gaining strength from them.