

## Board Policy #20

### Diversity Policy

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The Board of Park Commissioners has adopted a Policy on Staff Treatment which states that the director may not cause or allow conditions which are inhumane, unfair, or undignified; may not discriminate among employees on other than clearly job-related, individual performance/qualifications, except when the collective bargaining agreement provides otherwise, and may not fail to establish a diversity action program.

In order to emphasize the board's commitment to equality and diversity in all areas of park district operations, the board hereby adopts the following Diversity Policy to guide the park district's commitment to diversity in the way in which it provides services, through its employment practices, and through its purchasing and funding decisions.

#### **Diversity Policy:**

Diversity transcends race, gender, affirmative action, and equal employment opportunities. It goes beyond compliance with federal law, statutory guidelines and court decisions. Diversity means respecting and valuing differences in all people. Services, programs, activities, funding, volunteer and employment opportunities at Metroparks will be provided in ways that are sensitive and responsive to our diverse community.

Metroparks Toledo shall:

- Establish fair and equitable employment practices to recruit, hire, train, promote, and compensate persons in all job classifications without regard to race, color, religion, gender, gender identity, sexual orientation, national origin, age, disability, veteran status, or any other legally protected characteristic.
- Encourage recruitment and mentoring of under-represented employee demographic groups to promote employment and development opportunities.
- Establish a purchasing program that recognizes the importance of creating and ensuring an equitable public contracting and purchasing environment in which all qualified and available minority and female-owned contractors and suppliers are able to participate without preference or discrimination based on gender or race.
- Embrace the diverse community that Metroparks serves and ensure that all people feel welcome and benefit from its park areas, facilities, services and programs.