

COMMISSIONERS' ORDER/RESOLUTION NO. O/R-181-15

**AN ORDER/RESOLUTION APPROVING A DIVERSITY STATEMENT
FOR THE CITY OF COVINGTON.**

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WHEREAS, the City of Covington is a diverse city with a population that consists of approximately 41,000 citizens; and

WHEREAS, the City of Covington is dedicated to improving diversity within the city's workforce; and

WHEREAS, the Covington Human Rights Commission conducted a forum regarding diversity on January 31, 2015; and

WHEREAS, Christopher Tarrant, a junior undergraduate student from Thomas More College and Legal Department intern, led the discussion at the forum concerning the importance of diversity in the City of Covington's workforce; and

WHEREAS, promoting diversity in employment is one of the Human Rights Commission's goals; and

WHEREAS, it was determined that the City of Covington should adopt a Diversity Statement to highlight the significance of discussing, promoting, and implementing diversity in City government; and

WHEREAS, the goal of the Diversity Statement is to strengthen the City of Covington's commitment to a diverse workforce; and

WHEREAS, the City of Covington strives to provide and maintain a workforce that produces an environment that fosters the appreciation of values, skills, and abilities of its employees; and

WHEREAS, the City of Covington appreciates and strives to readily include groups of people from different walks of life who may have experienced discrimination and underrepresentation, and this includes discrimination based on race, color, religion, sex, sexual orientation, age, national or ethnic origin, physical or mental disability, marital status or any other characteristics that are protected under the law; and

WHEREAS, the objective is to produce a culturally progressive and socially reflective workforce that represents, supports, and celebrates diversity at all levels within the city.

NOW, THEREFORE,
BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF THE CITY
OF COVINGTON, KENTON COUNTY, KENTUCKY:

Section 1

That the Board of Commissioners hereby approves the attached Diversity Statement to highlight the importance of recognizing the need to employ a diverse workforce.

Section 2

That this order/resolution shall take effect and be in full force when passed and recorded according to law.

/s/ Sherry Carran
MAYOR

ATTEST:

/s/ Margaret M. Nyhan
CITY CLERK

Passed: **June 16, 2015**

City of Covington Diversity Statement

The City of Covington shall strive to provide and maintain a diverse workforce of individuals with various backgrounds and with differing interests and goals—this sort of diversity should not only reflect the wide variety of individuals in the community of Covington, but welcome newcomers to the City of Covington as well.

The idea of diversity embodies acceptance and respect.

It demonstrates patience when there are differences between people and firmly embraces the commonalities that we share together.

The City of Covington believes diversity produces an environment that fosters appreciation of values, skills, and abilities.

The City of Covington believes in diversity that appreciates “differences” and readily includes groups of people that have experienced discrimination and underrepresentation.

This includes discrimination based on race, color, religion, sex, sexual orientation, age, national or ethnic origin, physical or mental disability, marital status or any other characteristics that are protected under the law.

The City of Covington values principles that go against the insular mindset of the status quo.

The objective of this diversity effort is to create a culturally progressive and socially reflective workforce that represents, supports and celebrates diversity at all levels within City Hall, and the City of Covington.

As a legislative body, City Hall believes recognizing and valuing different perspectives is healthy for our democracy and our society here in Covington, Kentucky.