



EEO MATTERS

The Diversity Task Force Is On The Move

Just what does the County mean by “diversity”? What is the County’s “vision” on diversity? Well since its formation in 2006, the Diversity Task Force (DTF), (*as defined in the County Workplace Diversity Action Plan*), has been working on these very important questions.

As you may recall, in an effort to better promote diversity in the workplace, County employees were given the opportunity to share their thoughts and ideas about diversity by participating in two different diversity surveys that were administered to full-time County employees in Fall 2004 and again in Fall 2006.

Based on the collaborative feedback received from employees, the DTF has worked diligently over the past months to develop a final document that facilitates a common understanding of how diversity is defined within the County workforce, and what the County hopes to accomplish through a shared vision of diversity for the future.

On behalf of the DTF, we are pleased to announce that on February 8, 2007, County Administrator, Manuel Lopez, approved the County’s first definition and vision statement for workplace diversity.

The definition and vision statement will soon be forwarded to all County employees via e-mail, and will also be posted on the County EEO website. Additionally, the definition and vision statement will be included in the County Administrative Manual and in the next revision of the Board-adopted EEO Plan.

The definition and vision statement for workplace diversity is a challenge for all of us and represents a beginning point, rather than an end product. By defining diversity and stating our vision in this manner, the County clearly demonstrates its commitment to establishing a multicultural work environment.

The DTF would like to thank everyone who participated in this process and who support the efforts of the DTF and County EEO Program.

The DTF is always looking for interested individuals who want to be “change agents” and proponents of diversity. For information on how you can become a DTF member, contact the County EEO Office at 468-3374.

Save The Date!

*The 10th Annual
County
Diversity Luncheon!*



September 27, 2007
12 Noon - 1:30 p.m.
SJC - Office of Education

S J C – E E O

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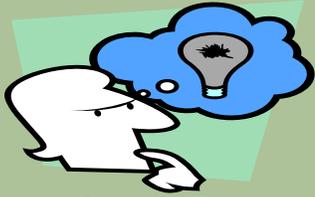
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<http://www.sjgov.org/eoo>

*“When we lose
the right to be
different, we lose
the privilege to be
free.”*

- Charles Hughes



Did you know?

Working long hours has more of a negative impact on the health of women than men because it causes them to engage in more unhealthy habits (eating high-fat and high-sugar snacks, drinking more caffeine, and smoking if they are smokers) than their male counterparts, according to a study by Britain's Leeds University.

The U.S. Census Bureau estimates that 88,000 different last names account for more than 90 percent of the 280 million people in the U.S. By contrast, China - with its population of more than 1 billion - has only 150 to 400 basic surnames. Clear proof of the diversity of America's melting-pot.

(Source - www.diversityinc.com)



A 7-year old surprised his grandmother one morning by fixing her a cup of coffee. After drinking about half of it, she noticed that there were three little green Army men in the cup. She asked him, "Honey, what are these Army men doing in my coffee?" Her grandson replied, "Grandma, it says on TV, "The best part of waking up is soldiers in your cup!"

★ NEW EEO TRAINING FOR EMPLOYEES ★

A major goal of the County EEO Program is to promote equal employment opportunity and a workplace free of discrimination for all employees.



The EEO Office is pleased to announce the development of a new training program for County general employees. The new training, titled **"Discrimination and Harassment Prevention for the General Employee,"** will be offered starting Spring 2007. More detailed information and a listing of training dates will soon be announced.

...Stay tuned!

2007 Mentor Partnership Program Begins New Year

On January 24, 2007, the Mentor Partnership Program began its tenth annual year with an orientation session where the participants got a chance to meet with their respective partners and to meet and mingle with other mentors and mentees.

For this year, we are honored to have a record number of department heads participating as mentors. County Administrator Manual Lopez was also on hand at the orientation to welcome the new, as well as returning, participants into the program.

On behalf of the County EEO Program, we would like to congratulate the 2007 Mentor Partnership Program participants and wish them well as they begin this exciting new journey.

Celebrate Diversity



National Women's History Month grew from an effort to recognize and celebrate the accomplishments of women in American history.

In 1980, President Carter issued the first Presidential Proclamation calling on the American People to remember the contributions of women. By 1987, fourteen governors had declared March as Women's History Month and, that same year, Congress and the President followed by declaring March as National Women's History Month.

This year's theme, "Generations of Women Moving History Forward," celebrates the wisdom and tenacity of prior and future generations of women, and recognizes the power of generations working together.

The County proudly joins the Nation in celebrating Women's History Month during March.

Quarterly Diversity Calendar

March 2007

- Deaf History Month
- Irish-American Heritage Month
- March 8 - International Women's Day

April 2007

- April 8 - Easter
- April 15 - Holocaust Remembrance Day
- April 27 - Take Daughters/Sons To Work Day

May 2007

- Asian Pacific American History Month
- May 5 - Cinco de Mayo