



EEO MATTERS

A Vision of Diversity In San Joaquin County

As reported in the March 2007 edition of "EEO Matters," on February 8, 2007, the County Administrator reviewed and approved the County's first Countywide Definition and Vision Statement on Workplace Diversity.

The endeavor and challenge to develop a collective understanding of what Workplace Diversity actually is, and what it would look like if actually achieved in the County workforce, became the first objective of the Diversity Task Force.

On behalf of the Diversity Task Force and the County EEO Program, we would like to thank each and every one of you who contributed to the success of this endeavor by completing a survey, or through some other means of participation, to attain your input. Your involvement helped to make what we believe are two inspiring writings which best represent the ethics, standards, and ideals, found in a workplace that genuinely and sincerely values and respects diversity.

The County EEO Program is proud and pleased to present to you the County's official "**Vision Statement on Workplace Diversity.**"

"In San Joaquin County, we believe that every individual is important and adds to the overall quality of our organization. We view diversity in our workplace as business strength; essential to providing excellent support and services to the community we serve.

We are committed to fostering an inclusive and welcoming environment, reflective of

the diversity of our community. We are committed to an environment where every individual may grow personally and professionally, where everyone's contributions are acknowledged, respected, and appreciated, and where we celebrate the differences that make us a strong organization.

By working together, we can attract, develop, recognize and retain highly skilled and talented individuals who best represent all dimensions of diversity in all levels of the organization."

The full text of the Workplace Diversity Definition and Vision Statement will soon be available on the EEO Website at <http://www.sjgov.org/eo>.



San Joaquin County

10th Annual Diversity Luncheon

Thursday, September 27th
12:00 Noon - 1:30 pm
\$12.00 per person

TO ATTEND...
Watch your County email and August payroll stuffer for more details.

S J C – E E O

Issue 8

August, 2007

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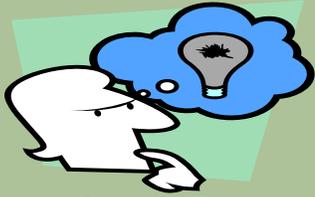
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<http://www.sjgov.org/eo>

*"Be civil to all;
social to many;
familiar with few;
friend to one;
enemy to none."*

- Benjamin Franklin



Did you know?

Of all languages other than English spoken in the U.S., Spanish is spoken by 73 percent while the next most common language is Vietnamese.

The handshake is an American invention popularized in the 19th century.

(Source - Diversity Connections July /August 2006 Edition)

Nearly 60 percent of women and 74 percent of men participate in the work force, according to a March 2003 report by the U.S. Census Bureau. Dual-career families have become the norm, along with the challenge of trying to ease the stress parents face while trying to balance family and the office.

(Source - Diversityinc.com)



A police officer stopped a driver for speeding and politely asked to see the driver's license. The driver angrily replied, "I wish you people would get your act together! Just yesterday, you take away my license, and then today you expect me to show it to you!"

2007-08 Mentor Partnership Program

Your Opportunity To
Participate Is Just
Around The Corner!

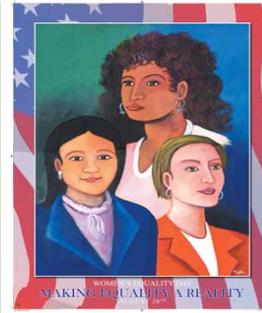
- ✓ Are you a full-time permanent County employee?
- ✓ Do you have a desire to learn new skills and abilities, or develop existing skills and abilities?
- ✓ Do you have a genuine interest in helping another person with his career and professional development?
- ✓ Do you have at least four hours per month to devote to a mentoring partnership?

If you answered, "yes" to the above questions, then you may be an excellent candidate for the County's Mentor Partnership Program.

The County EEO Office and the Mentor Partnership Program Committee are excited to announce that we will soon be accepting Mentor and Mentee applications for the 2007-08 County Mentor Partnership Program.

If you are interested in learning more about the program, informational sessions will soon be scheduled. A listing of informational session dates, times, and locations will be provided at a later date.

Remember, investing only a few hours of your time a month could have a significant positive impact on your life, or the life of another.



Celebrate Diversity Women's Equality Day!

On August 26, 1920, the 19th Amendment to the United States Constitution, which granted women the right to vote, was ratified. This Amendment was the culmination of the long struggle by women searching for the right to vote. In 1971, the U.S. Congress designated August 26th as Women's Equality Day to commemorate the passage of the 19th Amendment and to celebrate women's continuing efforts toward equality.

Women's Equality Day is a time for all of us to remember that women weren't "given" the right to vote; they fought fiercely for that right. Women's votes have since been a vital tool women can use to shape the policy issues that affect them everyday.

The County proudly joins the Nation on August 26th in celebrating Women's Equality Day!

Quarterly Diversity Calendar

August 2007

August 26 - Women's Equality Day

September 2007

September 3 - Labor Day

September 10 - Grandparent's Day

September 15 - October 15 - National

Hispanic Heritage Month

September 24-30 - Deaf Awareness Week