

## COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Policy # **1015**  
Original Effective Date: 05/03/2017  
Revision Date: 01/15/2020, 06/07/2021; 11/03/2022  
Type of Policy:  BOARD  DISTRICT  FIRE  PARKS

### POLICY

1015.1 The Cosumnes Community Services District (“District”) is committed to ensuring that diversity, inclusiveness, and equity are integral parts of our day-to-day management, work, and service delivery.

### PURPOSE AND SCOPE

1015.2 The Board of Directors (“Board”) values and respects the diversity of its employees, volunteers and customers. This includes equal opportunity to hiring and promotion opportunities, the right to non-discrimination, and the right to non-harassment based on race, religion, national origin, disability, age (over 40), gender, pregnancy (including childbirth and related medical conditions), marital status, gender identity, medical condition, genetic information, military or veteran status, sexual orientation, or any other protected characteristics under applicable law.

1015.3 This policy applies to all District elected officials, executives, employees, interns, volunteers, contractors, vendors, suppliers, members of the public, and other persons who participate in District programs and services.

### APPLICATION / PROCEDURE

1015.4 Definitions:

- a. Diversity: refers to having a range of people across gender identities, racial backgrounds, geographic locations, socioeconomic backgrounds, ages, ability, sexual orientation, and other characteristics represented and participating in a space, event, or community.
- b. Equity: is another word for fairness. Equity is an approach that recognizes that the magnitude of systemic barriers posed to a particular person will vary based on their gender identity, race, geographic location, class, age, ability, sexual orientation and other factors.
- c. Inclusion: takes diversity one step further. When we talk about diversity, we are talking about having a wide range of voices and perspectives present and participating.

- 1015.5 CSD will strive to hire the best possible employees for each position, without discrimination. All customers shall have the same opportunities to apply for or access available services. This includes equal opportunity to hiring and promotion opportunities, the right to nondiscrimination, and the right to non-harassment based on race, religion, national origin, disability, age (over 40), gender pregnancy, (including childbirth and related medical conditions), marital status, gender identity, medical condition, genetic information, military or veteran status, sexual orientation, or any other protected characteristic under applicable law. Further, every effort will be made to provide high quality, culturally sensitive services to all customers.
- 1015.6 The Communities served by the District come from a wide range of backgrounds, including gender, age, ethnic and cultural backgrounds, religious beliefs, sexual orientation, family responsibilities, socio-economic status, and life and work experience. These are some of the things that make the community such a great place to live and work, and the District greatly values that diversity. To ensure the best hiring practices and to attract and retain a qualified workforce, we will strive to develop recruitment strategies and outreach efforts that maximize the applicant pool for all District positions.
- 1015.7 District personnel will develop and maintain a District Equity Statement, which will be reviewed and adopted by the Board.

## **REFERENCES**

- 1015.8 District Equity Statement

At Cosumnes CSD, we will:

- Ensure equity and inclusion in recruitments and hiring processes.
- Promote a climate that is welcoming and conducive to the success of all employees through respect, inclusion, equity, and cultural awareness.
- Develop and support policies and procedures that promote diversity, equity, and inclusion.
- Provide equitable access to District services, events, and activities that further develop diversity and inclusion in our community.