

Maricopa County Managers Diversity Office Initiatives for 2009

Diversity Goal 1: Continue the Management Accountability for Recruitment and Retention.

- a. Incorporate a recruitment and retention plan with key measures in every director's performance plan and every department's action plan.
- b. Post all jobs open and competitive, with an exception for internal promotions posted internally first, then open and competitive.

Diversity Goal 2: Celebrating Diversity Inclusion in Maricopa County.

- a. In conjunction with the County Diversity Coordinators, Diversity councils, the Maricopa County Hispanic Network, African American Knowledge Networks, Maricopa County Indigenous Circle and the Asian American Network and other external/internal groups, work to create opportunities to celebrate diversity consistent with the county's overall mission and MFR goals.

Diversity Goal 3: Compiling the Diversity Profile Data in the Diversity Office

- a. Compile the Counties diversity profile data at Maricopa County and record the diversity profile with appropriate data collection.

Diversity Goal 4: Focus Diversity recruitment and consistent use of diverse interview panels.

- a. Establish student internship program to provide new diversity candidate for recruitment.
- b. Consistent use of recruitment contacts is required to ensure the county workforce mirrors the community population we serve.

Diversity Goal 5: Consistent use of focused diversity recruitment lists and the use of specialized recruitment web sites to expand our pool of candidates for the higher paying professional and upper management job vacancies.