



xx.xxxx: Equity in All Policies Policy

Effective: 03/26/2025 – RES-2025-1284

Purpose:

The Board of County Commissioners has identified equity, diversity, and inclusion as an integral part of how the county meets its vision of being an efficient and effective steward in delivering quality services to our diverse community with a priority on meeting mandated services while promoting health, safety, and long-term community needs. The county's values of excellence, trust, integrity, service, inclusiveness, civility, compassion, and teamwork are wholly consistent with the work of equity, diversity, and inclusion. The purpose of this policy is to ensure principles and practices of equity, diversity, and inclusion are incorporated into any future proposed policies and to provide guidance on how to do so in order to effectively meet the county's vision and values.

Authority and Responsibility:

This policy is adopted by the Board of County Commissioners. The Board of County Commissioners will be responsible for ensuring that policies proposed by county departments and bodies for consideration by the Board of County Commissioners follow these guidelines.

Application:

This policy applies to all county departments and bodies proposing policies for consideration by the Board of County Commissioners.

Policy:

Every department within the county contributes to Genesee County's goals for equity, diversity, and inclusion. At its heart, equity is focused on achieving equally good outcomes for all groups (which often require tailoring services to meet the needs of different groups based on different circumstances). Diversity relates to having a variety of different people in our community. Inclusion is about fostering a sense of belonging.



GENESEE COUNTY

— M I C H I G A N —

As such, any policy proposed for consideration by the Board of County Commissioners should consider how that policy can promote the county's goals as identified in RES 2022-279, which includes improving fair and equal treatment for all, enhancing the county's reputation as being welcoming to all, increasing awareness of barriers populations face, and promoting equity.

In order to address these goals, when crafting a policy, consider questions such as:

- How can the policy demonstrate and promote respect for employees and community members of all backgrounds?
- Are there populations that face barriers to access (such as linguistic, literacy, financial, transportation, or ability-related barriers)? If so, what steps can be taken to reduce those barriers?
- What does the data show about where inequities exist? Which groups may need different support to achieve good outcomes?
- How can this policy help create an environment where staff and community members of all backgrounds thrive?
- What communities or groups will be closely impacted by this decision, and how have they been involved in helping to shape it?

Depending on the nature of the policy, some or all of these questions may be applicable to consider. The DEI Commission is available to serve as a resource to learn about discipline-specific practices and to share tools that may be useful in developing specific policies.