



## COUNTY COUNCIL OF TALBOT COUNTY

COURTHOUSE

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COREY W. PACK, President  
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### ADMINISTRATIVE RESOLUTION

**AN ADMINISTRATIVE RESOLUTION OF THE COUNTY COUNCIL FOR TALBOT COUNTY, MARYLAND, REQUIRING THE DEVELOPMENT OF A TALBOT COUNTY DIVERSITY STATEMENT; PROVIDING FOR THE INCLUSION OF SUCH STATEMENT IN THE COUNTY EMPLOYEE HANDBOOK; AND, REQUIRING A WRITTEN ACKNOWLEDGMENT FROM EACH COUNTY EMPLOYEE AND BOARD, COMMISSION AND COMMITTEE MEMBER THAT THEY HAVE RECEIVED, READ, AND UNDERSTAND THE DIVERSITY STATEMENT**

**WHEREAS**, the death of George Floyd, an unarmed African American man, on May 25, 2020 at the hands of the Minneapolis Police Department, has prompted important conversations across the country about racism and has galvanized support for concrete steps at all levels of government to promote police reform and greater cross-cultural sensitivity; and,

**WHEREAS**, the citizens of Talbot County include people of different races, religions, ethnicities, national origins, cultures, ages, sexes, sexual orientations, gender identities, and experiences; and,

**WHEREAS**, an understanding of the different types of people who live in the county is essential for Talbot County employees in order to provide the best local government services possible to the members of our diverse community; and,

**WHEREAS**, a diversity statement will help the County articulate and implement an overarching vision that promotes greater understanding of and appreciation for the different types of people who live in Talbot County; and,

**WHEREAS**, pursuant to § 304 of the Talbot County Charter, the County Manager, under the direction of the County Council, has the following powers and duties:

As Personnel Officer, [the County Manager] is responsible for the direction and supervision of County personnel and, should the Council deem it desirable, for the administration of a County personnel law if so adopted.

WHEREAS, the County Council desires to develop and implement a Talbot County diversity statement as provided herein.

NOW, THEREFORE, BE IT RESOLVED AND ORDERD by the County Council of Talbot County, Maryland, as follows:

1. **Recitals.** The above recitals are hereby incorporated as if fully set forth herein.
2. **Definition of “Diversity Statement”.** As used herein, the term “diversity statement” shall mean a vision statement expressing Talbot County’s views on the importance of understanding people of different races, religions, ethnicities, national origins, cultures, ages, sexes, sexual orientations, gender identities, and experiences, and how such recognition can be used to improve the public services provided to the citizens of Talbot County.
3. **Development and Approval of Diversity Statement.** The Talbot County Council shall oversee the development of a diversity statement. The Council may use any appropriate means to provide for the development of such statement, including, without limitation, holding work sessions and inviting the participation of individuals who are familiar with diversity in Talbot County and those with experience developing vision statements. Following development of the County’s diversity statement, the County Council shall formally adopt such statement during a regularly scheduled County Council meeting, making it the official diversity statement for Talbot County.
4. **Employee Handbook and Acknowledgment.** The official diversity statement for Talbot County shall be incorporated into the Talbot County Employee Handbook. All current and future employees, board, commission and committee members of Talbot County shall receive a written copy of the diversity statement and shall acknowledge by signature that they have received, read, and understand the statement.
5. **Other Uses.** The County Council may authorize other uses of the Talbot County diversity statement from time to time, including, without limitation, placing the statement on the County’s website.

**THIS ADMINISTRATIVE RESOLUTION IS HEREBY EFFECTIVE** the 14<sup>th</sup> day of July in 2020.

GIVEN UNDER OUR HANDS AND THE GREAT SEAL OF TALBOT COUNTY, THIS 14<sup>TH</sup> DAY OF JULY IN THE YEAR 2020.

ADOPTED:

By the Council, July 14, 2020

Susan Moran  
Susan Moran, Clerk of Council

[Signature]  
Corey W. Pack, President

[Signature]  
Chuck F. Callahan, Vice President

[Signature]  
Frank Divilio

[Signature]  
Pete Leshner

[Signature]  
Laura E. Price