



## **CITY of BOSTON**

### VALUING DIVERSITY AND EQUALITY STATEMENT

**The City of Boston is committed to:**

- Promoting respect and equality,
- Valuing the diversity of each individual and group,
- Acknowledging and welcoming diverse viewpoints,
- Fostering dialogue and positive relationships between individuals and groups,
- Providing respectful, responsive and accessible service to all,
- Ensuring our workforce reflects the diverse population of Boston at all levels,
- Demonstrating the highest level of integrity through open, honest and ethical behavior with employees, vendors, visitors and residents, and
- Uniting to eliminate all forms of discrimination.

- 1.** The City of Boston recognizes and promotes the value of life experiences, cultures, languages, races, viewpoints and identities including age, employment status, income, disability, educational background, gender, race, color, national origin, religion, sexual orientation, gender expression and/or identity or veteran's status which make neighborhoods a significantly richer place for everyone to live, visit and work, and contributes to Boston's economy.
- 2.** In the delivery of services to our customers and the management of its workforce, the City of Boston will value the culture, background and viewpoint of all residents, visitors and employees. Valuing diversity, equality,

inclusion and encouraging dialogue are central goals of this administration. The City of Boston expects the highest level of integrity through open, honest and ethical behavior. We will not tolerate disrespectful conduct, harassment of any kind and will not discriminate.

- 3.** As employees, we perform duties that impact Boston's residents, businesses and visitors. We share the responsibility of making all levels of the City's government responsive to the needs of all the communities of Boston.
- 4.** Through appropriate policy and practice, the City will ensure that everyone in Boston has a voice in government and equal access to City Services. We will provide competent delivery of public services and programs, by actively seeking input from various cultural, racial and linguistic communities in order to better understand and respond to their needs and concerns.
- 5.** To help our City perform at its best and remain responsive to all, we must strive to reflect the diversity of the City's population in our workforce at all levels of the administration. Therefore, as an equal opportunity employer, managers will actively recruit, mentor, train and promote employees from all segments of the Boston labor force.
- 6.** As employees of the City, we are accountable for the highest level of integrity through open, honest and ethical behavior. We are committed to working together to create a work environment that welcomes and includes everyone; treats each resident, business, visitor and employee fairly and with dignity; and inspires us to perform at our best.