

RESOLUTION NO. 562 -2020, REQUIRING DIVERSITY AND INCLUSION TRAINING FOR ALL COUNTY EMPLOYEES ANNUALLY

WHEREAS, the employees of the County of Suffolk collectively interact with thousands of different people on a daily basis while providing government services; and

WHEREAS, County employees themselves come from a wide variety of backgrounds; and

WHEREAS, it is critical to the effective functioning of government that all County employees are aware of the need for inclusiveness in their interactions with one another and the public; and

WHEREAS, educating employees will increase awareness of and may help reduce racial, gender, religious, and other bias to create a workplace where all feel welcomed and valued; and

WHEREAS, Suffolk County should mandate that all employees participate in a designated diversity, inclusion, and bias training course annually; now, therefore be it

1st RESOLVED, that all employees of the County of Suffolk shall be required to complete mandatory annual diversity, inclusion and anti-bias training, with in-person training required for all Department Heads, Supervisors, and Commissioners each year, which will be provided by the County at no cost to employees; and be it further

2nd RESOLVED, that the training shall be administered annually on a pass/fail basis, with all employees required to receive a passing score in order to adequately satisfy the training requirements. All management level employees, including Department Heads, Supervisors, and Commissioners, shall take the trainings during an in-person seminar. All other employees shall receive the trainings through computer-based administrations; and be it further

3rd RESOLVED, that the Suffolk County Department of Human Resources, Personnel, and Civil Service (“Department”) shall develop the content for, administration of, and track compliance with the training. The Department shall also establish passing and failing scores; and be it further

4th RESOLVED, that the training shall be developed by the Department in consultation with the Suffolk County Human Rights Commission, with both training formats aligned to provide education for employees on issues facing people in the workforce relating to diversity and inclusion both within the workplace and when interfacing with the public, as well as a component specifically addressing implicit bias and how to reduce such bias in the workplace. Both training formats shall contain an examination administered at the end; and be it further

5th RESOLVED, that this Legislature, being the State Environmental Quality Review Act (SEQRA) lead agency, hereby finds and determines that this resolution constitutes a Type II action pursuant to Section 617.5(c)(26) and (33) of Title 6 of the NEW YORK CODE OF RULES AND REGULATIONS (6 NYCRR) and within the meaning of Section 8-0109(2) of the NEW

YORK ENVIRONMENTAL CONSERVATION LAW as the action constitutes routine or continuing administration and management not including new programs or major reordering of priorities that may affect the environment, and the Suffolk County Council on Environmental Quality (CEQ) is hereby directed to circulate any appropriate SEQRA notices of determination of non-applicability or non-significance in accordance with this resolution.

DATED: July 21, 2020

APPROVED BY:

/s/ Steven Bellone
County Executive of Suffolk County

Date: August 3, 2020