



New Hanover County Health Department Policies and Procedures



Subject:	Diversity Plan
Date of Origin:	10/03/07
Policy Number:	GS-ADM-077

PURPOSE AND SCOPE:

The purpose of this policy is to describe the department's efforts to establish a diverse workforce. The scope of this policy applies to all members of the New Hanover County Health Department (NHCHD) workforce.

POLICY:

The New Hanover County Health Department strives to recruit a diverse staff that mirrors the demographics of the community as best as possible with regard to gender and race/ethnicity. The Diversity Plan will be updated on an annual basis in an effort to assess the department's current level of diversity as compared to the community population.

PROCEDURE:

- **Demographics:** The most recent census data available shall be reviewed annually. The demographics of New Hanover County shall be compared with the demographics of the New Hanover County Health Department staff. Any areas of deficiency shall be identified and a diversity plan shall be developed and written to enhance recruiting efforts to attract qualified applicants in those demographic categories identified as areas of deficiency.
- **Recruiting:** The New Hanover County Health Department shall adhere to the procedures established in the New Hanover County Personnel Policies, Article IV, for recruitment of all employees.

OTHER INFORMATION: (attached)

None

REFERENCES:

New Hanover County Personnel Policies – Article IV

CHANGE HISTORY:

Version	Date	Comments
Draft	10/30/07	Original Document