

RESOLUTION NO. 2010-13

ADOPTING A POLICY STATEMENT ON DIVERSITY AND INCLUSION

WHEREAS, the Greater Cleveland Regional Transit Authority ("Authority") has a number of management policies and statements in place that speak to its longstanding commitment to diversity and inclusion across a wide range of operations; and

WHEREAS, the Board of Trustees ("Board") values, supports, and encourages diverse and inclusive representation at every level of the Authority; and

WHEREAS, the Board wants to ensure that the Board's commitment to diversity and inclusion is well known to employees, customers, vendors, and community alike; and

WHEREAS, the boards and governing committees of organizations in Northeast Ohio have been encouraged by organizations such as Greater Cleveland partnership, Commission of Economic Inclusion, to adopt written policy statements on diversity and inclusion; and

WHEREAS, the Board believes that such a policy statement will further diversity and inclusion within the Authority including management policies, employment practices, procurement goals, service approach, and community partnerships and investments.

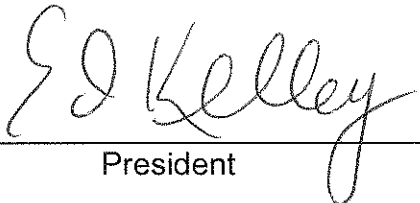
NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Greater Cleveland Regional Transit Authority, Cuyahoga County, Ohio:

Section 1. That the Board adopts the Diversity and Inclusion Policy, as set forth in Attachment A and incorporated herein, to affirm its longstanding position that matters of diversity and inclusion within the Authority are chief among its priorities and concerns.

Section 2. That this resolution shall become effective immediately upon its adoption.

Attachment A: Diversity and Inclusion Policy Statement.

Adopted: February 16, 2010



President

Attest: 

CEO, General Manager/Secretary-Treasurer

Attachment A

Diversity and Inclusion Policy Statement

The Board of Trustees of the Greater Cleveland Regional Transit Authority (the Authority) takes seriously its responsibility to provide first class public transportation services to the residents of Cuyahoga County. In doing so, the Board believes that to best understand and serve the needs of our customers and communities, the Authority must reflect diversity and inclusion in its Board composition, employees, contractors and suppliers.

The Board believes diverse and inclusive organizations find more credibility and support with the public, and success in today's marketplace. Furthermore, the variety of viewpoints that comes from different life experiences, backgrounds, and cultures enhances discussions and decisions, and can add a higher degree of accountability. A diverse organization is able to capitalize on the unique skills and abilities of all employees, expand its supplier and customer base, and better support the communities it serves.

The Board is adopting this policy statement to affirm its longstanding position that a commitment to diversity and inclusion within the Authority are chief among its responsibilities, priorities, and concerns. The Board therefore seeks to promote and support diversity across the full range of operations of the Authority, including its management policies, employment practices, procurement goals, and its approach to services, investments, and community partnerships. The principles supporting this statement will help ensure the Authority is sustainable, is able to foster economic development and will provide the services that its customers need and want.