



Established 1771

## CHATHAM COUNTY COMMISSIONERS

Mike Dasher, Chair  
Karen Howard, Vice Chair  
Franklin Gomez Flores  
David Delaney  
Katie Kenlan

## COUNTY MANAGER

Dan LaMontagne

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## Resolution of the Chatham County Board of Commissioners

### INDIVIDUAL AND BOARD LEADERSHIP TO ADVANCE DIVERSITY, EQUITY, INCLUSION, AND BELONGING

**WHEREAS**, the Board recognizes the inherent leadership capacity and responsibilities of all individuals serving as a Commissioner; and

**WHEREAS**, each Commissioner provides critical public leadership to Chatham County and North Carolina through their engagement in civic and government associations and activities, independent of temporary chair and vice chair assignments; and

**WHEREAS**, each Commissioner pursues a course of personal growth and development in public service and leadership to maximize their public leadership contributions; and

**WHEREAS**, the Board wishes to further develop the leadership skills and ability of all Commissioners as part of their terms of public service; and

**WHEREAS**, the Board wishes to promote leadership, diversity, equity, inclusion and belonging among Commissioners in order to benefit the public, the Board, and each Commissioner; and

**WHEREAS**, the Board wishes to ensure that all Commissioners have the opportunity to learn and, from time to time, fulfill the responsibilities of chair or vice chair; and

**WHEREAS**, those who have served as chair or vice chair of public, for-profit, and non-profit entities possess highly relevant leadership experience both to fulfill chair and vice chair duties for the Board and to develop Commissioners into those roles; and

**WHEREAS**, Commissioners have adopted expectations of each other and additional expectations of each chair and vice chair in order to promote civil discourse and master small-group decision making; and

**WHEREAS**, Commissioners wish to promote equity in the division of Board responsibilities and ensure that all Commissioners are rapidly and equally engaged in all Board matters; and

**WHEREAS**, Commissioners recognize numerous benefits in decoupling seniority from service as chair and vice chair, especially to create leadership opportunities for those in underrepresented groups.

#### **NOW, THEREFORE, we RESOLVE,**

- to support each other in Commissioners' individual leadership development goals, including development toward service as chair or vice chair; and
- to base nominations for chair and vice chair primarily on an individual's capacity and willingness to fulfill both the duties of the office and Commissioners' expectations of each other; and

- to rely on those with past chair and vice chair experience to develop coaching and mentorship skills to help Commissioners fulfill their goals in serving as chair or vice chair; and
- to ensure that each former chair and vice chair on the Board continues to have leadership opportunities in local, state, national, and international communities to the benefit of Chatham County residents and North Carolina.

Adopted, this the 4<sup>th</sup> day of December 2023.

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Mike Dasher, Chair  
Chatham County Board of Commissioners

ATTEST:

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Jenifer K. Johnson, MMC, Clerk to the Board