
Value Chatham

Value Chatham Team:

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Purpose:

Build a sustaining Diversity, Equity,
Inclusion and Belonging Strategy for
Chatham County

Objective:

To gain input from Chatham County employees, to collaboratively develop mission, vision, value and equity statements for our organization that align with our purpose, goals, aspirations, and values.

Value Chatham Team Participants Composed:

- Volunteers requested from all County Departments
- All department Heads participated in Survey
- 2 people per department participated in Value Chatham two, 1.5-hour workshops
 - 1 staff, 1 supervisor
 - Different ages, races, genders, sexual orientation, religions and political beliefs



Mission Statement

Draft Statement Presented:

Our mission is to serve, support, and collaborate with our residents, community partners and each other so we can deliver effective, innovative, timely, and accurate solutions and services that create access, value, and streamline processes in support of Chatham County residents and employees.

Final statement Developed through Value Chatham Initiative:

Chatham County is committed to building a thriving community through services and solutions that are innovative, sustainable, and financially responsible.

Vision Statement

Draft Statement Presented:

Chatham County's vision is to be an effective, thriving organization committed to the pursuit of excellence in equity for all residents through collaborative leadership, community partnerships, exceptional customer service, innovation, unrestricted access for all, transparency, and fiscal responsibility.

Final statement Developed through Value Chatham Initiative:

Chatham County's vision is to excel in equity and enhance the quality of life for all through collaborative leadership, exceptional service, and transparency.

Value Statement

At Chatham County, our core values guide our actions and decisions:

- ▶ Respect
- ▶ Collaboration
- ▶ Accountability
- ▶ Equity
- ▶ Integrity
- ▶ Service
- ▶ Honesty
- ▶ Community
- ▶ Innovative
- ▶ Transparency
- ▶ Resiliency
- ▶ Diversity
- ▶ Opportunity
- ▶ Empathy
- ▶ Health

Values

At Chatham County, our core values guide our actions and decisions:

Integrity

Respect

Accountability

Community

Service

Collaboration

Equity

At Chatham County, we define our core values as:

- Integrity:** Being honest and having strong moral principles that are unwavering
- Respect:** Is the positive regard of one person for another, which is demonstrated through actions and words. Respect involves understanding and valuing differences.
- Accountability:** The acceptance of responsibility for honest and ethical conduct towards others.
- Community:** A group of people with diverse characteristics who are linked by common ties for the well-being of Chatham County
- Service:** Resources offered by Chatham County government, intended to support members of a community and are systems and solutions that can benefit various groups of individuals within the county community.
- Collaboration:** To work jointly with others or collectively to achieve a common goal.
- Equity:** Recognizing that we do not all start from the same place and must acknowledge and make the necessary adjustments to imbalances.

Equity Statement

We know that our greatest strength comes from the people who make up our team and community. We are intentional in our efforts to create an environment that is inclusive, diverse, and thrives on the perspectives, experiences, and backgrounds of our collective team. This allows us to be authentic as we show up to work each day, being more successful and collaborative as we address the concerns and needs of the Chatham County community. Focusing on equity allows us to support and provide services to the community with an equity focused lens.

Anti-discrimination statement

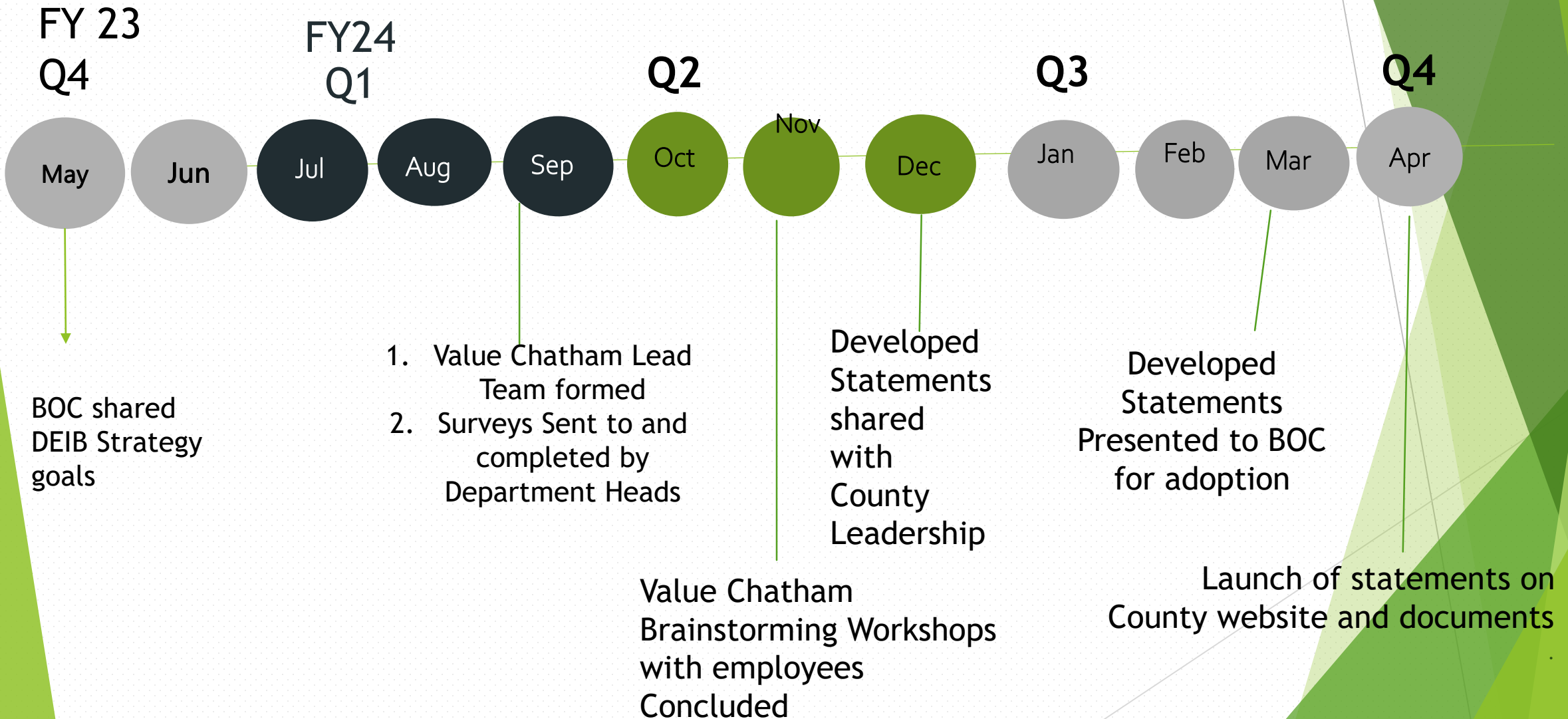
Chatham County does not and shall not discriminate based on race, color, religion (creed), gender, including pregnancy, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status in any of its activities or operations. These activities include, but are not limited to, the hiring and termination of employees or contractors, selection of volunteers, selection of vendors, and provision of services to residents, community partners and visitors within the county.

Equal Employment Opportunity

Chatham County Government is committed to fostering a diverse workforce that enhances the quality and perspective of the services we deliver to our residents and visitors. Our policy is grounded in the principle of treating all employees and applicants fairly and equitably, while respecting their privacy and constitutional rights. We strive to ensure equal pay for work of equal value and to acknowledge outstanding performance in all personnel transactions. Furthermore, we are dedicated to promoting equal employment opportunities, regardless of race, sex, sexual orientation, gender expression, color, religion, national origin, disability, age, protected veteran status, or any other non-merit factor.

Exceptions to this policy are only made where religion or sex constitute bona fide occupational qualifications required by business necessity, and where disability does not unreasonably hinder satisfactory job performance, with or without accommodations. Chatham County is committed to safeguarding employees against discrimination to the fullest extent permitted by law, based on race, color, gender identity, age, disability, genetic information, marital status, political affiliation, whistleblower activity, parental status, and military service (past, present, or future). Furthermore, we prohibit retaliation against individuals for participating in Equal Employment Opportunity (EEO) activities or opposing discriminatory practices.

Monthly timeline



Next Steps:

- Developed statements submitted to BOC for adoption
- Adopted statements shared:
 - County staff
 - County residents
 - Community partners
 - County website
- Use statements as roadmap for DEIB Strategy





Brenda Clegg and Brenton Hart