



## CITY OF PROVIDENCE

### 2.1 DIVERSITY, EQUITY, EQUALITY, AND OPPORTUNITY (DEEO) POLICY

#### Purpose

The purpose of this Diversity, Equity, Equality, and Opportunity (DEEO) Policy is to foster a work environment where all employees are valued, respected, and have equal opportunities to thrive. The City of Providence is committed to promoting diversity, ensuring equity, and providing equal opportunities for all individuals regardless of their background.

#### Scope

This policy applies to all employees, full-time, part-time, temporary, seasonal, interns, fellows, and volunteers, applicants, contractors, boards, commissioners and stakeholders associated with the City of Providence.

#### Definitions

**Diversity:** Refers to the presence of differences within a given setting, including but not limited to race, ethnicity, gender, age, sexual orientation, disability, skill, knowledge, and socioeconomic background.

**Equity:** is the practice of ensuring fair treatment, opportunities, and advancement for all individuals while striving to identify and eliminate barriers that either lead or have led to unequal treatment.

**Equality:** Refers to the state of being equal, especially in status, rights, and opportunities, ensuring that all individuals have access to the same resources and opportunities.

**Opportunity:** Refers to the chance or possibility to advance, grow, and succeed within the organization, regardless of one's background or identity.

#### Policy

The City of Providence is dedicated to creating a diverse, equitable, and inclusive workplace. The City maintains the belief that diverse teams drive innovation, improve decision-making, and enhance our ability to serve our constituents and community effectively. We are committed to upholding the principles of diversity, equity, equality, and opportunity in all aspects of our operations.

#### 1. Commitments

##### A. **Recruitment and Hiring**

The City of Providence is committed to a recruitment process that attracts and retains a diverse pool of candidates. Hiring decisions will be based on merit and qualifications, with no discrimination based on race, gender, age, religion, disability, sexual orientation, or other protected characteristics.

##### B. **Workplace Inclusion**

Employees all have a role in creating an inclusive environment where diverse perspectives are valued and all employees are provided with the opportunity to feel welcome and respected. The City will promote practices and policies that support inclusion and address issues of bias and discrimination.

##### C. **Fair Treatment**

The City is committed to the fair treatment of all employees, providing them with equitable resources and opportunities. The City of Providence will regularly review policies and practices to ensure they support equity and do not perpetuate systemic bias.

#### 2. Responsibilities

##### A. **Employees**

Employees are expected to uphold the principles of diversity, equity, equality, and opportunity in their interactions with colleagues and constituents. They are encouraged to report any incidents of discrimination, harassment, or bias to the Department of People and Culture-Employee Experience.

**B. Department of People and Culture (DPC)**

The DPC is responsible for overseeing the implementation of this policy, conducting DEEO training, handling workplace complaints of discrimination or bias, and ensuring that recruitment, promotion, and compensation practices are in compliance with this policy.

**3. Reporting and Grievances**

**A. Reporting Mechanism**

Employees who experience or witness discrimination, harassment, or bias are encouraged to report their concerns to the Department of People and Culture. Employees are also encouraged to utilize the HR Hotline to report concerns, suggestions, kudos, and/or ideas.

**B. Investigation and Resolution**

All reports of discrimination, harassment, or bias will be investigated promptly and thoroughly. Appropriate actions will be taken to address and resolve any issues, and the confidentiality of the reporting process will be maintained to the extent possible. See the Employee Reporting and HR Hotline Policy and Whistleblower – Anti-Retaliation Policy for more information.

**Related Policies:**

Sexual Orientation and Gender Identity Policy  
Non-Discrimination and Anti-Harassment Policy  
Non-Retaliation Whistleblower Policy Employee  
Reporting and HR Hotline  
Open Door Policy