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STEUART PITTMAN
County Executive

EXECUTIVE ORDER NUMBER 50

A COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION

WHEREAS, equity recognizes that some groups were (and are) disadvantaged in accessing opportunities and are, therefore, underrepresented or marginalized in organizations and institutions. Equity, therefore, means providing disadvantaged groups the resources they need to compete on a level playing field; and

WHEREAS, diversity can be defined as attributes such as race, ethnicity, gender, and sexual orientation, but it also includes cognitive diversity; and

WHEREAS, inclusion means creating an environment in which individuals are treated respectfully and valued precisely because of their uniqueness; and

WHEREAS, our County's Equity, Diversity and Inclusion (EDI) efforts are a source of our strength and resilience and thereby contribute to our ability to respond to the many challenges facing our communities; and

WHEREAS, the County is committed to creating a culture of equity, diversity and inclusion that values and promotes opportunity for all residents in every aspect of County employment, business and services; and

WHEREAS, the County invests resources that create opportunities for our residents to benefit from the County's products and services irrespective of race, ethnicity, gender, and sexual orientation; and

WHEREAS, the development of an effective government-wide Equity, Diversity and Inclusion strategy for the County is essential to improving all aspects of County work, including employment, procurement, communications, and service delivery; and

WHEREAS, an effective EDI management strategy will increase opportunities for underrepresented groups to participate in every aspect of County governance; and

NOW, THEREFORE, I, Steuart Pittman, County Executive, by virtue of the authority vested in me by the Charter and laws of Anne Arundel County, Maryland, hereby order and direct on this 1st day of September, 2021, as follows:

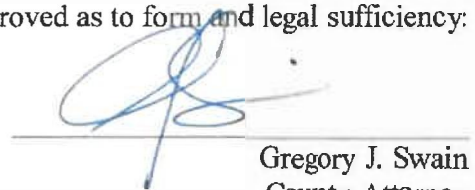
1. I affirm Anne Arundel County's commitment to promoting equity, diversity and inclusion as the guiding principles and core values for every County workplace, program, activity, contract, and decision.

2. Anne Arundel County is committed to promoting equity, diversity and inclusion by addressing the legacy of policy inequities within our communities, government departments, services, programs and workplaces. The County strives to use an equity lens to ensure discrimination of any kind is not supported or promoted as a consequence of governmental initiatives and policies. Our goal is to make our county, "The Best Place—For All," by staffing a workforce that reflects the diversity of our residents and promotes a workplace culture that embraces individual differences and by honoring the importance of equity within our business communities.

This Order shall be archived by the Office of Law and remain in existence until altered or terminated by another Executive Order.


STEUART PITTMAN
County Executive

Approved as to form and legal sufficiency:


Gregory J. Swain
County Attorney