

Council Resolution 06-04  
Georgia Public Defender Standards Council

Whereas, the Georgia Public Defender Standards Council (herein “Standards Council”) is concerned that the staff in its central office and circuit public defender offices represent the diversity of the population of Georgia; and

Whereas, concerns have been expressed by the Georgia Legislative Black Caucus about the absence of African-Americans from key positions in the central office, on the circuit public defender selection panels and in the position of circuit public defender; and

Whereas, the Standards Council is desirous of adopting a statement on diversity expressing its purpose, philosophy and values concerning diversity; and

Whereas, the Standards Council is desirous of taking immediate actions consistent with its Statement on Diversity and of developing a diversity plan for the Standards Council.

It is Resolved by the Standards Council as follows:

1. The Standards Council adopts the following statement :

**STATEMENT ON DIVERSITY**

The Standards Council solicits, welcomes, includes and values the contributions of all its employees. It also values the potential contributions of job applicants. The Standards Council fosters an environment that embraces the rich diversity of its employees, its clients and the communities in which it serves. The Standards Council promotes diversity initiatives.

The Standards Council recognizes and values the unique background and perspective of its workforce and engages in recruitment practices to encourages diversity in its workforce. The Standards Council sees diversity in its workforce as a strength and seeks to understand, encourage and draw upon the unique skills and values of each of its employees. The contributions of each employee at all levels in the organization are vital to the success of the Standards Council.

The Standards Council values:

- (1) The treatment of each individual employee with dignity and professional respect.

(2) Diverse applicant pools representative of the Georgia labor market, from which to make hiring and promotion decisions.

(3) The wealth of knowledge and ideas that result from promoting and reflecting different approaches and perspectives within the workforce.

(4) Development of staff at all levels to maximize their potential, productivity, promotional opportunities and satisfaction.

(5) A spirit of teamwork among its employees.

(6) Recognition of employees, as individuals and team members, for exceptional performance.

2. The Standards Council instructs the director, circuit public defenders and other staff to take immediate action to insure that their recruitment practices are consistent in creating a workforce that is reflective of the community and is consistent with the Standards Council's Statement on Diversity.

3. The Standards Council instructs the director to develop a draft diversity plan for consideration by the Standards Council at its next meeting.

This 21day of May 2004.

Attested:

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Emmet J. Bondurant  
Chairman

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Natasha Perdew Silas  
Secretary