



POLICY: Diversity, Equity, and Inclusion

Purpose

The Cumberland Salem Cape May Workforce Development Board envisions an equitable workforce ecosystem in which workforce policies:

- Are actively anti-discriminatory against of race, color, sex, religion, national origin, age, disability, political affiliation, or belief
- Are informed by data disaggregated by race, and ethnicity that shape the development of targeted programs and drive equitable workforce outcome for Black, Indigenous, and People of Color (BIPOC) workers, learners, and job candidates
- Are developed with involvement of leaders from impacted communities, particularly workers of color
- Actively center structural narratives and solutions that reflect understanding of the historical context, especially where past policies and mandates were rooted in or contributed to inequity.
- Policymakers must be accountable for being explicit about the roles of race and racism in determining who benefits from or is harmed by current or proposed economic and workforce policies and practices.
- Drive investment to change the conditions that perpetuate the devaluation of workers of color and low-wage work.
- Reflect and meet the needs of workers who are disproportionately concentrated in low-wage or contingent employment, or who are unemployed.
- Prioritize benefits for workers who are disproportionately impacted during economic crises.

Policy

It is the policy of the Cumberland Salem Cape May Workforce Development Board (WDB) to provide equal opportunity in employment to all employees, vendors, potential vendors, and customers or beneficiaries regardless of race, color, sex, religion, national origin, age, disability, political affiliation, or belief. Beneficiaries means those individuals seeking employment or access and entry into programs and activities receiving funds under the Workforce Innovation and Opportunity Act (WIOA) which shall be available to citizens and nationals of the United States, lawfully admitted permanent residents, refugees, asylees, parolees, and other immigrant authorized by the Attorney General to work in the United States.

Additionally, WDB shall ensure access to equal opportunity in accordance with Title VI and Title VII of the Civil Rights Act of 1964, Title II of the Americans with Disabilities Act, 29 CFR Part 37, Implementation of the Nondiscrimination and Equal Opportunity Provisions of the WIOA, the Age

Discrimination Act of 1975, and other pertinent directives, or their successors. To that end, no person shall, on the basis of race, color, sex, religion, national origin, age, disability, political affiliation, or belief shall be excluded from participation in, be denied the benefits of, or otherwise subjected to the discrimination in any WDB program or activity.

Background

Programs and activities funded by the United States Department of Labor under the Workforce Innovation and Opportunity Act are subject to federal equal opportunity laws and regulation. The WDB is obligated by WIOA to comply with its nondiscrimination and equal opportunity provisions. The WDB will ensure that all partner Memoranda of Understanding and Contracts provide assurances and certification of support of WDB Diversity, Equity, and Inclusion Policy.

The WDB shall adhere to the requirements of WIOA regarding Nondiscrimination against persons with disabilities. Section 188 of WIA describes the prohibition against discrimination on the basis of race, color, sex, religion, national origin, age, disability, political affiliation, or belief; and for beneficiaries only, citizenship and participation in WIOA programs.

Grievances

Anyone who wishes to submit a grievance should refer to the Customer Complaint procedure.