



Get the Facts - Government

Symposium on Race & Equity in NH | October 16, 2017 | Concord, New Hampshire

Definition

Government is a group of people that sets and administers public policy and exercises executive, political and sovereign power through customs, institutions, and laws within a country, state, county or local city or town.ⁱ

Public sector organizations are owned and operated by the government and exist to provide services for its residents.ⁱⁱ



4%

NH State employees who are black, Hispanic, Asian or other minorities.ⁱⁱⁱ

Numbers at a Glance

Public Sector organizations are effective when they meet the needs of most residents and include viewpoints from a variety of people. To increase diversity Government can:

- Establish a committee or commission dedicated to diversity and inclusion in government and the public sector workforce.
- Set goals for diversity, equity and inclusion for government policies and the public sector workforce.
- Train public sector workers about cultural inclusion.

Case Example

In September of 2013, NH Department of Transportation (DOT) Commissioner Christopher Clement designated an Affirmative Action Officer and developed an Affirmative Action plan for the Department.

“In order to overcome the effects of historic national discrimination of minorities and women, I am committed to undertake an affirmative action program that includes goals and timetables. The Affirmative Action Plan identifies and eliminates policies or barriers to equal employment opportunity and promotes the achievement of full and fair utilization of all protected class persons we find to be underutilized in the workforce or to be adversely affected by any Department policy or practice,” wrote Clement.

The plan also identifies hiring goals at all levels of job classes and establishes practices for recruitment, selection, promotions, terminations, transfers, layoffs, compensation, training, benefits and all other terms and conditions of employment.^{iv}



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Selected Resources

Readings:

- Mitchel F. Rice, *Diversity and Public Administration: Theory, Issues, and Perspectives: Second Edition*, New York, NY: Taylor and Francis, 2010
- Kristen A. Norman-Major and Susan T. Gooden, *Cultural Competency for Public Administrators*, New York, NY: Taylor and Francis, 2012

Programs:

- New Hampshire Bureau of Education and Training Culturally Inclusive Leadership Program
<https://das.nh.gov/hr/trdev.html>

Websites:

- New Hampshire Office of Health Equity <https://www.dhhs.nh.gov/omh/index.htm>
- Minnesota Department of Health Center for Health Equity <http://www.health.state.mn.us/divs/che/>
- National Partnership for Action to End Health Disparities <https://minorityhealth.hhs.gov/npa/>

Policies:

- U.S. Office of Personnel Management Diversity and Inclusion. *Governmentwide Inclusive Diversity Strategic Plan, 2016*.
<https://www.opm.gov/policy-data-oversight/diversity-and-inclusion/reports/governmentwide-inclusive-diversity-strategic-plan-2016.pdf>
- *Guidance for Agency-Specific Diversity and Inclusion Strategic Plans*
<https://www.opm.gov/policy-data-oversight/diversity-and-inclusion/reports/diagencyspecificstrategicplanguidance.pdf>

ⁱ Definition of Government <http://www.businessdictionary.com/definition/government.html>

ⁱⁱ Definition of Public Sector <http://www.privacysense.net/terms/public-sector/>

ⁱⁱⁱ State of New Hampshire, Department of Administrative Services, Division of Personnel 2016 Annual Report Fiscal Year Ended June 30, 2016 https://das.nh.gov/hr/documents/AnnualReports/Annual_Report_FY16.pdf

^{iv} New Hampshire Department of Transportation 3 Year Affirmative Action Plan. Federal FY 2014-2016.
<https://www.nh.gov/dot/org/administration/ofc/documents/AffirmativeActionPlan.pdf>