

## **SUPREME COURT DIVERSITY OFFICE**

The Diversity Office serves as a liaison between the Rhode Island Judiciary and federal and state agencies dedicated to promoting Equal Employment Opportunity and Affirmative Action practices. The office is committed to strengthening recruitment practices to attract diverse talent and serves as the main source of information for job seekers and members of the public interested in exploring careers in the legal field. Other activities of the Diversity Office include the following:

- Implementing workforce development programs to provide applicants the tools to explore careers in the judicial branch of government;
- Creating a positive and inclusive work environment rooted in respect of all individual differences;
- Conducting human resources and equal employment opportunity data analysis;
- Assessing the state's workforce composition and identifying areas of underutilization;
- Providing cultural awareness training to employees of the Judiciary;
- Working with key community partners to promote collaboration and engage underrepresented applicants;
- Conducting presentations to educate members of the public about career opportunities in the Judiciary and services offered by the six (6) courts;
- Ensuring compliance of federal and state laws, statutes, and regulations in the areas of equal employment opportunity and affirmative action;
- Providing career coaching services to job seekers;
- Designing and managing an internal system for affirmative action and equal opportunity auditing and reporting; and
- Attending job fairs and community events.