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EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION STATEMENT

Cape May MAC's policy is to provide equal opportunity to all persons without regard to race, color, creed, age, national origin, sex or sexual orientation. In addition to recruitment, selection or advancement, this policy of non-discrimination applies to all aspects of employment including but not limited to compensations, benefits, lay-offs, transfers, and terminations. Physical handicap may be an employment detriment *only* in the case of a validated occupational requirement. To promote this policy, a positive, continuing program provides equitable representation and distribution of minorities and women throughout the staff for all position levels. Cape May MAC actively supports the development of staff members for internal advancement.

DEAI definitions

Diversity, equity, accessibility and inclusion (DEAI) is not just a phrase; each word speaks to distinct values. In having conversations with candidates, it is helpful to purposefully provide definitions for diversity, equity, accessibility and inclusion allowing for a thoughtful conversation.

Diversity: The representation of different and unique identities, characteristics, experiences and perspectives.

Equity: Giving everyone what they need to succeed by increasing access, resources, and opportunities for all; especially for those who are underrepresented and have been historically disadvantaged.

Accessibility: The practice of making your products, devices, services, or environments usable by as many people as possible.

Inclusion: A welcoming culture in which differences are celebrated and everyone is valued, respected, and able to reach their full potential.

DEAI commitment statements

All Cape May MAC job postings include the following institutional diversity commitment statement (at minimum):

“Committed to attracting and retaining a diverse staff, Cape May MAC will honor your experiences, perspectives and unique identity.”

The following may be added to the above statement depending upon available space and cost:

“...Together, our non-profit strives to create and maintain working and learning environments that are inclusive, equitable and welcoming.”