

# MEN Who Mean BUSINESS



Leon County Administrator Vincent S. Long with Maggie Theriot, Director of the Office of Resource Stewardship

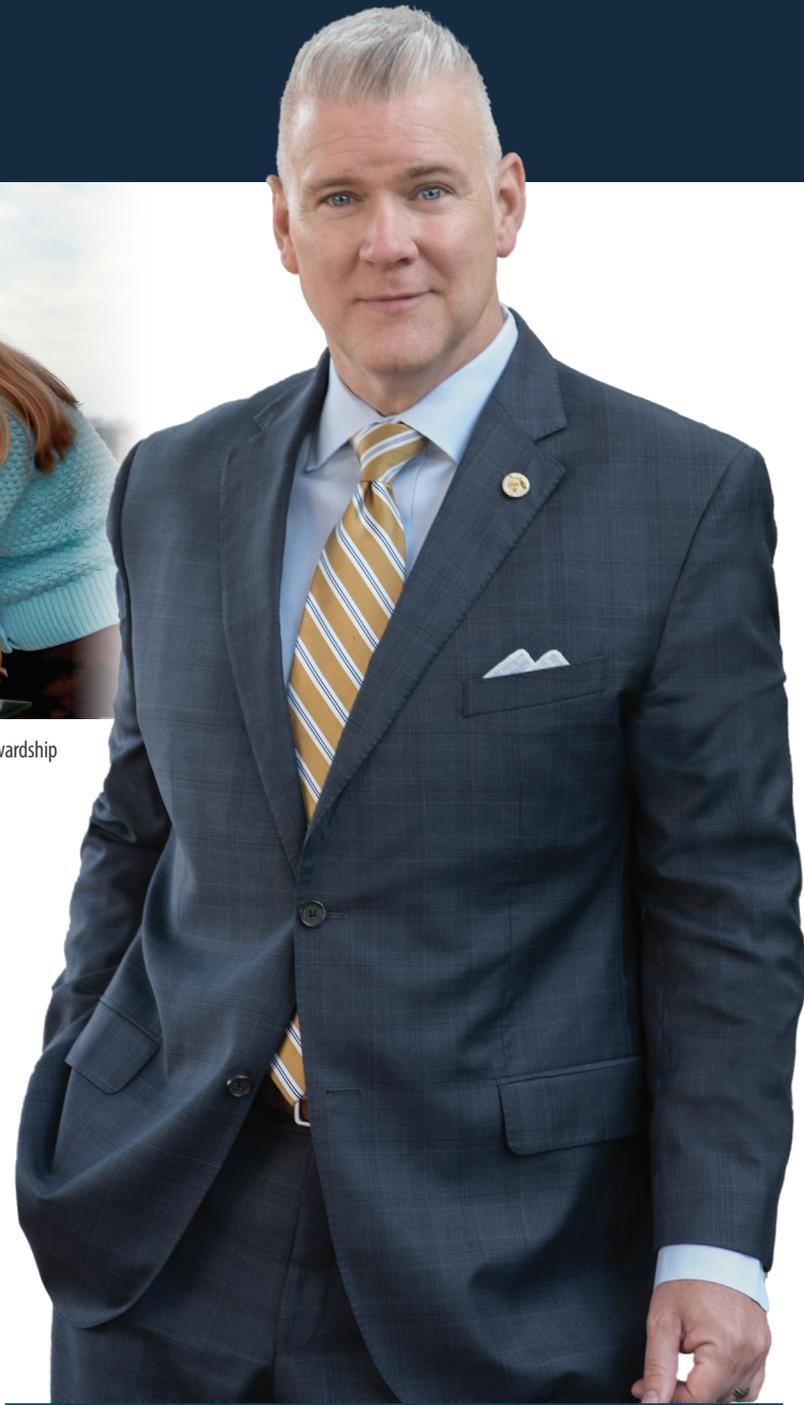
## VINCENT S. LONG

For Vincent S. Long, gender equity in Leon County government is not a quota, it's part of the county's people-focused, performance-driven organizational culture.

Since becoming Leon County Administrator in 2011, Vince has received national, state and local recognition for leadership, transparency in government and fiscal stewardship. Through his leadership and the vision of the Leon County Board of County Commissioners, Vince has implemented personnel policies regarded as national best practices for gender equality: paid parental leave, required sexual harassment and domestic violence training, and a recent gender pay equity study, which found women employed by Leon County make slightly more than men. With good policies and a focus on investing in people, Vince has formed a meritocracy where women lead and drive the county's biggest successes.

You need only look around at a meeting of Vince's Executive Team members to see the results of his leadership. Of the 14 executives, half are women, and that balance happened naturally as part of a high-performing organization that encourages diverse views and ideas. In Leon County government, women also hold leadership roles in positions normally occupied by men, such as facilities and information technology, bringing new perspectives to important functions. And the county also supports community partners and initiatives that promote equality for all women, such as the Commission on the Status of Women and Girls, Refuge House, and many others.

"Through my policy development and training work with Leon County, I've seen Vince be an advocate for women in the Leon County workforce and throughout the community, particularly in the areas of domestic and sexual violence and its impact



on the workplace," said Robin Hassler Thompson, Executive Director of the Survive and Thrive Advocacy Center. "Vince has been a strong advocate for gender equity in the workplace and understands that an effective workforce must value and protect its employees from all forms of gender discrimination, violence and harassment."

For Vince, gender equity and diversity are not a one-and-done program but rather are a foundational part of the county's continuous commitment to exceeding expectations. As a result, he exemplifies what it means to be one of *Tallahassee Woman Magazine's* "Men Who Mean Business."