

Diversity Steering Committee Meeting Summary

March 2009

Every month the Diversity Steering Committee meets to discuss current diversity issues as well as the ongoing implementation of the Diversity Action Plan. In the interest of city wide inclusiveness and creating openness, the Diversity Steering Committee will publish a monthly summary of items discussed. Please review the following items and contact your respective 6-Sided Partnership representative or a Diversity Steering Committee member should you have any questions or suggestions.

Mission: To work with each other and the community to make Tempe the best place to live, work, and play.

Values: People...Integrity...Respect...Openness...Creativity...Quality...Diversity

- Member Updates – Rosa welcomed Molly Enright who will be representing Confidential Employees on the committee. Ginny's mentoree Madonna Gomez attended the meeting as well. Madonna currently works in Financial Services.
 - Jerry Hart – Management is busy working on the budget. There is another budget meeting scheduled for March 24th and we hope to get more direction from council and suggestions on how to resolve the budget deficit.
 - Karl Stephens – there are several ADA projects going on right now.
 - Working with a citizen advocate; he has shared some great ideas about informing the disabled community about parking downtown. Karl will be following up with DTC to come up with some possible strategies to let the public know of available parking in the downtown area.
 - Tempe is one of three cities working with the State of Arizona to coordinate a statewide ADA meeting and training seminar.
 - Still looking for sponsorship for the printing of the Access Tempe brochure.
 - Vial of Life is almost ready for distribution; Chief Jones has secured sponsorship from the Rotary Club for the production of the vials.
 - Working together with NAMI to coordinate training for city employees.
 - Renie Broderick – Human Resources is currently working on the budget retirement incentive packages and what the process will look like and is waiting for council to make the final decision. HR is still working on the proposal and is currently seeking suggestions as to what the final incentive package will look like.
 - Molly Enright – as the new representative for confidential employees, Molly asked about the procedure for sharing the information from the steering committee meetings.
 - Ginny Belousek – Diversity Events
 - The city had another successful Unity Walk on February 7th. There were approximately 1000 walkers. All participating cities are in agreement that the Unity Walk should remain in Tempe. Ginny thanked the GSA for participating in the walk.

- Diversity Dialogues wrapped up the spring session last week. We are now looking for a location to have the fall session. The program has been displaced due to the library remodel.
 - Boards & Commissions event will be held on April 24th at the Transit Center.
 - Jay Taylor –GSA
 - James Burns has stepped down as co-chair of the GSA due to his current workload at the museum. The GSA is currently holding elections for a new co-chair.
 - The GSA participated in Adopt A Mile and did their first clean up in January. The mile stretch is Rio Salado from Mill to Rural.
 - GSA held the inaugural Education Series on January 29th; the event was open to both employees and community members. The GSA received positive feedback from the event and the survey was shared with the committee. The next series is scheduled for April 29th with guest speakers 1n10 and QSpeak.
 - Amy Douglass – The TSA is currently seeking nominations for board positions. There will be a special meeting tomorrow to review benefits and come up with possible cost savings for the city.
 - Mike Hayes – The TOA is doing good, busy fighting crime and waiting for the budget answers.
 - Jennifer Adams – Public Works is also working on the budget issues. PW will be once again partnering with the Society of Women Engineers for G.E.A.R. Day. G.E.A.R. Day is an outreach event to perform experiments and interactive activities meant to heighten their critical thinking skills. PW is working on a supervisor workshop and has been busy doing many SOLVE meetings.
 - Charlie Meyer –In relation to the budget, Charlie believes that everyone has acted in good faith, but the city is in unprecedented territory. The management team recieved direction at the last council meeting from Mayor & Council and they are working to bring back the solution. Charlie stated that he is “cautiously optimistic” at this point. Council has stated that it is a priority to them to avoid lay offs and a reduction in services. The management team is now working on the “Voluntary Separation Plan” and will be getting feedback at the next budget meeting.
- Anonymous Letter Update – Renie shared that the city can not just ignore anonymous letters and the city must take the time to look into them. There will be guidelines added to the Safe Haven procedure regarding anonymous letters. It is important to get the word out for employees to use other more productive processes to handle any issues/concerns that they may have, such as SOLVE.
- Strategic Plan Official Adoption – Ginny Belousek asked if there were any final changes to the Strategic Plan. There were none. It was unanimous to approve the strategic plan.
- Calderon Report - Rosa Inchausti
 - Three main issues arose from the report, 1. the physical issues of the plant, 2. Safe Haven – employees use this to shelter themselves from

accountability and 3. Management is in the process of addressing problems. With the help of TLC and Diversity, we are making progress on all of these issues.

- Diversity Strategies
 - Subcommittee updates
 - Childcare – Brandy Naleski reported that the committee spent the last month researching and compiling information to share on the webpage. The subcommittee is continuing to work on questions for the employee survey.
 - Confidential employees – Mike Hayes shared on behalf of Jeff McHenry that there are three contacts for the group, Bill Amato, Wydale Holmes and Tom Abbott. Molly Enright has been selected as the representative for the Steering Committee. A discussion began regarding if the deputy managers are part of the confidential employee group. It was decided to ask the confidential employees their thoughts and discussion will continue next month on this topic.
 - Exit Interviews – Jon O'Connor reported that he has met with Cyndy Lawshe and the best option for exit interviews is online. The PAR form would generate an email to the employee and supervisor inviting them to participate in the exit interview. They will also have the option to request to meet in person for the interview.
 - LGBTQ Education and Training- Jay Taylor reported that TLC is still working with Safezone from ASU. Wydale Holmes from TLC is in contact with Safezone and it appears there is a new person running the program after some transfers at ASU.
 - Succession Planning – Rosa, Carol and Ginny met and are working on creating a subcommittee to address this issue.
- Due to the time constraints; the remaining topic items were tabled until the next meeting.

The next meeting for the Diversity Steering Committee will be April 14th, 2009.