

Diversity Steering Committee Meeting Summary

April 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 –**

- Todd Lunn – Fire will possibly be filling 3 new positions.
- Renie Broderick – VSIP (Voluntary Separation Incentive Plan) has received 102 applications, 91 retirements, 11 resignations, 57 applicants are leaving by June 09. HR is meeting individually with the applicants. Ultimately, many people's jobs will be saved. Open enrollment for benefits is coming soon, there will be changes to the different plans.
- Clarence Matherson - A new attorney was recently hired which has helped with the workload in the attorney's office.
- Molly – no update, the confidential employees do not have a meeting scheduled at this point.
- Jeff McHenry – The Police Department is currently reviewing recent motorcycle accidents. They hope to determine what the cause of the increase in accidents is.
- Charlie Meyer – recently attended TSA meeting. He got the sense that employees are glad that the city is now moving forward.
- Karl Stephens – Looking for feedback about the Access Tempe brochure. Access Tempe has won a lot of notoriety for the city, especially among visitors with disabilities. Karl is hoping to get all of the changes finalized by May and the new document posted on the city website. Karl is still looking for sponsorship to print the hard copy brochures.
- Ginny Belousek – Diversity is currently working with HR on some refresher training for Public Works. The training has been well received.
- Jennifer Adams – Public Works will be holding Supervisor Training which will include 80 PW supervisors and employees. The supervisors will discuss purpose and principles among other things. National Public Works Week will be next month in May; the Mayor will be doing a proclamation. PW recently coordinated a Vehicle Day at Dayspring Preschool. About 120 girls scouts recently participated in G.E.A.R. Day, where they earned a badge for their participation.
- Amy Douglass – TSA President Ron Smith is meeting with supervisors in small work groups and gathering feedback on cost saving ideas.
- Rosa Inchausti – Departments are asking for help in creating diversity action plans. Rosa recently met with Michael Greene from Procurement. The city's Diversity Supplier Program does exist and is working. Michael

is currently doing outreach and would like to share with the Steering Committee and Human Relations Commission their progress.

- Safe Havens- It has been 8 years since the Diversity Department and Safe Havens has been created. Rosa passed around the Safe Haven Policy Draft. This policy memorializes what is already being done. Discussion was held about changes to the draft. Rosa will move forward in gathering a group of community members to review the policy.
- Subcommittee updates
 - Childcare – Brandy Naleski passed around the draft of the childcare survey. The committee discussed the questions and discussed possible changes. Brandy will update changes and finalize the survey before the next meeting.
 - Confidential employees – Jeff McHenry asked that this subcommittee be absolved at this point. With the addition of Molly on the Steering Committee, the group of confidential employees is now represented.
 - Exit Interviews – No update
 - LGBTQ Education Update – Rosa provided the update in Jay's absence. The GSA has a new co-chair Sally Garrison. The next meeting will be April 29th and there is another Educational Series scheduled for May 27th and will be held at the Transportation Center.
 - Succession Planning – Rosa recently met with HR manager at SRP about workforce planning. She has also met with Charlie about forming a committee to work on this, especially in light of the VSIP program.
- 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 May 13th, 2009.