

Diversity Steering Committee Meeting Summary

September 2008

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

- Austin Vickers from ICTI, International Coaching and Training Institute attended and shared his proposal for an in-house Managerial Coaching Certification Program. This program recently attained NAU affiliation in July 2008 and the credits count toward a Master's degree at NAU. The program is customizable to the city and teaches the basics of coaching. Austin provided a brief history of himself and his company ICTI and explained the difference between Managing, Mentoring and Coaching. Questions were raised about if and how this certification program would be covered under tuition reimbursement, whether the city would have to have a partnership with NAU for the masters program, etc. Jon O'Connor will follow up on the different possibilities.
- Diversity Strategic Plan- The following subcommittees have been identified
 - Childcare Subcommittee – Brandy Naleski (Chair), Amy Douglass, Carol Martsch and Mike Hayes
 - Confidential Employees Subcommittee – Jeff McHenry and Jon O'Connor
 - Exit Interviews Subcommittee – Jon O'Connor (Chair), Jeff McHenry, Ginny Belousek, Carol Martsch and Jennifer Adams
 - LGBTQ Education Subcommittee- James Burns and Jay Taylor (Co Chairs of GSA), Rosa Inchausti, Ginny Belousek, Jennifer Adams, Lily Rice, Denise Brewer, Gretchen Maynard.
 - Succession Planning Subcommittee – Rosa Inchausti (Chair), Ginny Belousek and Carol Martsch.
- Communication of the Strategic Plan – Each member of the committee will share with their respective groups the new Strategic Plan, the Strategic Plan will be posted to City Information and the intranet and the website. The committee discussed that it would be helpful to have some speaking points to use while presenting to ensure that everyone gets the same information. Rosa will follow up on that. The Strategic Plan will also be presented at a future council meeting.
- Member Updates –
 - Jerry Hart – The department managers met recently to discuss the budgetary shortfalls the city is expecting this year. Charlie will be presenting to council this week and sharing some concepts that the city will be using to deal with the shortfall moving forward.
 - Jeff McHenry – PD is going well, no personnel issues and business as usual, crime rates are down.
 - Amy Douglass – TSA is in the process of electing a new president and there are membership meetings coming soon.

- Ginny Belousek – TSA will also be hosting a toy drive for the holidays, there will be a donation box in the Diversity Office beginning in early November. There are several upcoming Diversity Events including Diversity Dialogues which begins tomorrow (September 17th), Jewel in the Desert Reception October 3rd and Tardeada October 12th.
- Carol Martsch- SEIU held an open house at their new office last Friday, there was a great turnout and show of city support.
- James Burns- The GSA is currently revisiting the purpose of the group and deciding what direction the group should focus in the coming year. An African American History Advisory group has been formed with members of the community at the Museum. Recently met with TLC regarding LGBT training and will be meeting with Wydale to work on the education piece for upcoming LDP I, II, and III.
- Jennifer Adams – The PW Recruitment Outreach committee has partnered with other groups at several booths to save costs. PW is also increasing their partnership with ASU Engineering Department and will hopefully be getting some interns through that partnership.