

Diversity Steering Committee Meeting Summary

December 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

- Rosa Inchausti introduced her mentoree Colleen Pacheco who attended the meeting. Committee members introduced themselves.
- Coaching Institute – Rosa spoke with Austin Vickers and shared with him that the Steering Committee decided to table this topic in light of the current budget situation. Austin Vickers understood and offered his services to the city as needed.
- Diversity Strategies –
 - Communication of the Strategic Plan – Rosa has been meeting with all department heads sharing the revised plan and discussing the additional section of Accountability. She has received positive feedback from all departments. Rosa will share the Strategic Plan with the Human Relations Commission in January, their approval is the final step. The committee discussed various ways to communicate the plan to employees and the following suggestions were made:
 - Take 5 at TPDC
 - Citywide email to employees
 - Post on Diversity Website (this is currently done)
 - Charlie's Weekly Update
 - Union meetings – Diversity Update
 - Resource List – the subcommittees will be determining what resources are needed for each priority.
 - Subcommittee updates
 - Childcare – Brandy Naleski reported that the subcommittee had not met this month but has a meeting scheduled on January 16th. Brandy recently attended a webinar on Back Up Care provided by Bright Horizons and the committee will be reviewing resources already available through CONTACT.
 - Confidential employees – Jerry Hart reported that a meeting was held with the confidential employees. There is interest among them and a few individuals have stepped forward into a leadership role for the group. The goal is for them to have a voice in the organization. A question was raised about observers attending the steering committee meetings. After committee discussion, it was decided that the individual can contact the Diversity Department and make arrangements to attend a meeting.
 - Exit Interviews – Jon O'Connor reported that the next meeting is scheduled in January. HR has gathered the information from other

cities and will be meeting with Cyndy Lawshe to work out the specifics of how this can work in Peoplesoft. Hope to have a process in place by March.

- LGBTQ Education – James Burns reported that there has not been a formal meeting since the last update. It is his understanding that ASU is working to personalize the SafeZone material for the city. He will follow up on the progress.
 - Succession Planning – Rosa Inchausti reported that the committee has not yet met but a meeting is planned for January. She believes now is the time to look at best practices and plan for the future.
- Member Updates –
 - Ginny Belousek – The MLK Diversity Awards Brunch is January 19 at The Buttes. The award nominations are received and will be judged on Friday by the Awards Subcommittee of the Human Relations Commission. The event will be free to the first 500 RSVPs. The Regional Unity Walk will be held on February 7th, 2009, Tempe is hosting and the walk will culminate at Tempe Beach Park. Diversity Dialogues is starting up again in January and applications are currently being accepted.
 - Jennifer Adams – Public Works has a taskforce working to determine what 29 positions will be eliminated within the department. The process is inclusive and employees are encouraged to provide input.
 - Karl Stephens reported that he has been busy working with the State of Arizona ADA coordinators to provide statewide training. They are planning a 1 day conference for those individuals working in ADA.

The next meeting for the Diversity Steering Committee will be January 20th, 2009.