

INCLUSION NEWS



City of Tempe
Diversity Department

Welcome Back!



Rosa Inchausti,
Diversity Manager

The City of Tempe is very proud of its goal to make Tempe the best place to live, work and play. Recent budget challenges have resulted in an opportunity to reevaluate and reinvent ourselves and the services we provide to the community. While the economic news around the world and in our own hometown seems to be difficult, perhaps it is a calling to recognize how we handle adverse times.

Diversity is often thought of as “differences” but the true definition and value of diversity is in the “similarities.” As we navi-

gate through our own challenges it is important to recognize that others may also be experiencing similar problems. Hard times are not exclusive, it crosses all ethnic, gender and socio-economic groups. The question is, *how have you chosen to meet the challenges?* The fact of the matter is, eventually the economy will improve and at that point we must ask ourselves if we held true to our values during the difficult times.

As you read our newsletter my hope is that you too will see the positive, inclusive and community building activities, programs and opportunities we provide at the City of Tempe. Although we are in difficult times, Tempe proves to stand true to the value of

supporting *all* people in its community.

On a final note, never underestimate the power of voicing your opinion in Tempe. The Diversity Department received a letter from resident Edward Smith. Mr. Smith had read the initial Diversity newsletter and inquired about the possibility of highlighting the African American community in Tempe. The result of his single suggestion led to the creation of the African American Advisory Board. I encourage you to read page 5 to learn about their current work and contributions to the Tempe community.

In service,
Rosa Inchausti
Diversity Manager

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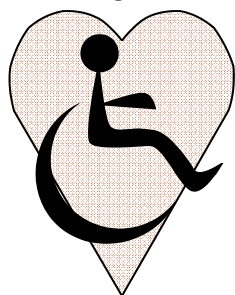
Upcoming Events

- *Mayor's Disability Awards, April 30th, 2009*
- *Noah's Pudding, May 1st, 2009*
- *GSA Educational Series, May 27th, 2009*

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2009 Mayor's Disability Awards



The City of Tempe Commission on Disability Concerns, in partnership with the Tempe Community Council, is pleased to announce the

2009 Mayor's Disability Awards

April 30th, 2009
3:30pm—5:30pm
Pyle Adult Recreation Center
655 East Southern Ave
Tempe, AZ 85282

Honoring Outstanding Employers, Employees and Advocates of People with Disabilities

If you would like to attend, please contact:
Emma Bordner
Tel: 480-858-2307
Email: emma_bordner@tempe.gov



Tardeada Advisory Board

Contributor: Normalicia Blanco,
Advisory Board Chair

Welcome! ¡Bienvenidos! These are the opening words I use to start the annual Tempe Tardeada Hispanic Festival, and I would like to begin my message to you with the same, *Welcome! ¡Bienvenidos!*

The Tardeada Advisory Board works year-round to advise city staff on Tempe's Hispanic heritage & history, the Tardeada celebration, and on creating the Tempe Historical Museum's oral histories and exhibits. If you have historical roots in Tempe and photos, we encourage you to participate and share your story with us so that we can display your family history in our newly remodeled Museum.

The Tempe Tardeada Festival, which is held on the 2nd Sunday of October, is a FREE family event that celebrates Tempe's Hispanic culture through music, dance, and food with a goal to educate the community through Museum exhibits, arts and crafts projects, and community booths. Picture this, continuous quality entertainment, delicious traditional food at family friendly prices, children's activities and my personal favorite, a huge dance floor with live music satisfying all generations! This is why this past year's event was a huge success, with over 15,000 people in attendance.

In addition to planning the Tempe Tardeada Festival, the Tardeada Advisory Board also plans and advises on other city events. Such as this past year when we planned and hosted one of the Light Rail "Destination Tempe" parties on December 27th, at Station 27, which is the location of one of the original Tempe Hispanic Barrios. This was also a FREE event for the entire family with great entertainment and delicious ethnic foods.

The Advisory Board meets on the second Monday of each month at 6:00 pm at the Tempe Public Library located at 3500 S. Rural Road. You are invited to attend one of our meetings and we always welcome community input. Also, please "save the date" for Sunday, October 11th for the 11th annual Tempe Tardeada!

For more information, please visit our website:

www.tempe.gov/tardeada



Commission on Disability Concerns

Contributor: Mason Murphy,
Commission Chair

One of the highlights of the Disability Concerns Commission's work and involvement with the City of Tempe is to host the Mayor's Disability Awards Banquet. I think it is great that we recognize both citizens and employers that achieve success either overcoming a disability or employing citizens with a disability. Throughout the year, this commission strives to work on issues such as architectural compliance, child-ability issues and transportation issues involving both Dial-A-Ride and the Light Rail.

My goal as the commission chair is to work with citizens and area employers on transportation and accessibility issues as well as giving persons with disabilities the tools for success.

The Commission meets the first Thursday of each month. We welcome community input on making Tempe accessible. For more information, please visit our website:
www.tempe.gov/ada/disability_commission.htm



Human Relations Commission

Contributor: Arlene Chin,
Commission Chair

In times of change, it is often tempting to withdraw or seek out the things most familiar to us; to strategize in isolation. But now more than ever, it is important for us to work together to create long-term solutions. We can rely on our collective strength to truly leverage our strength as a community. It is vital to consider the many voices that encompass our wonderful community.

One of our greatest strengths is our shared sense of inclusivity. Regardless of political, economic or social boundaries, we always come together as Tempeans. This is a good time to be reminded of how important it is to reach out to your neighbors and other community members. It is important to remember that "Together We Are Better".

The Commission meets on the second Tuesday of each month at 6:00 pm at City Hall located at 31 East Fifth St. You are welcome to attend a meeting and share your input.

For more information, please visit our website:

www.tempe.gov/hrc

MLK Diversity Awards

Contributor: Ginny Belousek, Sr. Diversity Specialist



Keynote Speaker Lt.
Col Robert Ashby

Red-coated Tuskegee Airmen, Buffalo Soldiers in authentic Civil War clothing, and a gospel choir set the scene for the City of Tempe's 2009 MLK Diversity Awards Brunch, which was held at The Buttes Resort. Tempe's finest were honored at the annual event on Monday, January 19th, which featured keynote speaker, Lt. Col. Robert Ashby, one of the original Tuskegee Airmen. Thanks to the generosity of the presenting sponsor, Veolia Transportation, over 500 guests attended the free breakfast to honor the legacy of Dr. Martin Luther King, Jr. The Mayor and City Council presented awards to individuals, businesses and community groups who have demonstrated a commitment to diversity in Tempe. Award winners Zita Johnson, Deborah Kearns, Catherine

Mayorga, and Chief Tom Ryff were honored in the Adult Individual category; Morgan Johnson, Laura Neff, and Shya Reeves received the Individual Youth awards; and Wiley Davis received an award in the Educational category. Community Group awards were presented to Community Christian Church, the Muslim Advisory Committee to the Tempe Historical Museum and the Tempe Chamber of Commerce. And finally, the Diversity Supplier award went to Sundaram Engineering.



Buffalo Solders and Tuskegee Airmen



Regional Unity Walk

Contributor: Ginny Belousek, Sr. Diversity Specialist

It was a day when city boundaries didn't matter, a day to set aside our differences and come together in unity, and a day for celebration. On Saturday, February 7, over 700 people participated in the 2009 Regional Unity Walk. The event was hosted by the City of Tempe, who partnered with the cities of Chandler, Gilbert, Mesa, Phoenix, and Scottsdale and Arizona State University. The mission of the walk was, "Walking for unity in our community to promote mutual respect and understanding," and it brought together dignitaries, school groups, individuals and community groups. Free t-shirts were given out, with the color of the shirt corresponding to the city the walker represented. Among the Tempe groups who walked were Tempe Cultural Services, Tempe Supervisor's Association, SEIU, IAFF, the Diversity Dialogue groups, the Tempe Human Relations Commission, the ARC of Tempe, and the Gay/Straight Alliance. Councilmember Corey Woods, ASU's Sparky, and Miss Arizona, Alicia-Monique Blanco, led the walk while the Tempe mounted police officers followed. The walk ended at the Tempe Art Park, where Asian Lion Dancers greeted everyone to kick off the Diversity festival. Over the next hour, Native American Hoop Dancers and Mariachis entertained, while the tired and hungry walkers relaxed and enjoyed some free hot dogs.

Photos of Unity Walk participants.

Tempe City Council

Hugh Hallman, Mayor
Shana Ellis, Vice Mayor
P. Ben Arredondo, Councilmember
Mark W. Mitchell, Councilmember
Joel Navarro, Councilmember
Onnie Shekerjian, Councilmember
Corey Woods, Councilmember
Charlie Meyer, City Manager

To contact Mayor and Council, call 480.350.8110.

City of Tempe
 31 East Fifth Street,
 Tempe, AZ 85281

<https://www.tempe.gov>



Diversity Department Staff

Rosa Inchausti
 Diversity Manager
 480.350.8999
rosa_inchausti@tempe.gov

Ginny Belousek
 Sr. Diversity Specialist
 480.350.8979
ginny_belousek@tempe.gov

Karl Stephens
 ADA Compliance Specialist
 480.350.2704
karl_stephens@tempe.gov

Brandy Naleski
 Administrative Assistant
 480.350.2905
brandy_naleski@tempe.gov

Business Neighbor with Common Inclusive Goals

Contributor: Rosa Inchausti, Diversity Manager

Edward Jones is a financial services firm with its roots securely fastened in the local community. The company will be adding additional branches in Tempe and expects to add more than 300 branches in the Valley in the coming years. We are featuring Edward Jones in our *Inclusion News* this quarter because they are one of Tempe's business neighbors with inclusion goals similar to that of the City of Tempe. Not only being the right thing to do, Edward Jones also considers inclusion a business imperative. "We are consistently conveying the message that inclusion is important to our firm," said Emily Pitts, an Edward Jones principal responsible for inclusion at the firm. "We want to continue weaving it into the fabric of our culture."

Edward Jones has innovative programs to attract, retain, and develop an inclusive workforce, such as in-house training, an Inclusion Mentoring Program, and a Cross-Cultural Development Program. In addition, they have recently created Minority Leadership Forums and Women's Leadership Forums, where participants network and share their best practices as top financial advisors. As a growing, international firm, Edward Jones is on the lookout for diverse talent. For more information, visit www.careers.edwardjones.com or call 1-800-440-4232

GSA Gay/Straight Alliance

Contributor: Jay Taylor, GSA Co-Chair

The City of Tempe Gay/Straight Alliance (GSA) is an association of LGBTQ and heterosexual Tempe employees dedicated to maintaining a safe and healthy work environment for all employees within the Tempe City workforce and in the community at large. Our focus is on the environment and experience of LGBTQ employees in the workforce, but we stand with all of our Tempe brothers and sisters working to maintain a healthy atmosphere for all City employees.

The Tempe Diversity Department founded the Tempe's GSA and continues to support our ongoing efforts. We meet monthly to discuss relevant issues in the workplace and in the organization. For example, the GSA is partnering with the Tempe Learning Center to design and implement training for managers and employees in LGBTQ issues in the workplace. As a practical matter, the timely response to these issues can be expected to have a positive effect not only on the employee morale and productivity but also on the recruitment and retention of quality personnel.

Tempe GSA also holds quarterly educational programs which feature presentations on LGBTQ issues by leaders and program coordinators from the LGBTQ community. These sessions are open to City employees as well as to members of the community.

Outreach activities include participation in the Habitat for Humanity projects, Adopt a Mile sponsorship, CEDA Food Drives, Phoenix Pride Festival and the annual Regional Unity Walk.

The Tempe GSA meets on the last Wednesday of the month and meeting locations vary. Please visit <http://www.tempe.gov/gsa> for more information and details on upcoming events.



History Museum Celebrates Black History Month

Contributor: Amy Douglass, Museum Administrator

The Tempe Historical Museum partnered with two advisory committees to celebrate Black History Month. On February 24, members of the museum's African American Advisory Committee participated in a roundtable discussion at Salt River Project, sponsored by the African American Cultural Committee that provides programs for SRP employees. James Burns, Curator of History, led the discussion with Edward Smith, Mary Bishop and Fred Warren about their experiences living in Tempe.

On February 27, members of the Muslim Advisory Committee held a program in the Edna Vihel Center for

the Arts to educate members of their community about African American history. Following a soul food potluck dinner, Khabir Sharif gave a living history presentation as Major Martin Delaney, the highest ranking African American officer in the Civil War. He explained that 200,000 African Americans fought in that conflict and described the challenges they faced. Mr. Sharif also "recruited" young volunteers to participate in the 105th Colored Infantry. Museum staff provided the venue and logistical support for this event.



"Major Delaney" portrayed by Khabir the Story Teller from Indiana.

African-American Advisory Committee Created

Contributor: Fred Warren, Advisory Committee Member

The Tempe Historical Museum has recently formed an African American Advisory Committee. The committee is part of the Museum's project to collect oral histories from members of the City of Tempe's African American community.

The Museum staff wants to have exhibits that present the histories and contributions of the diverse groups that make up our community. Many of the committee's members are graduates of Arizona State University and are longtime residents of Arizona. Many moved to Tempe during the 1960's with the development of new housing and the relaxing of the discriminatory housing practices of that era. Committee members and Museum staff are excited about the possibilities of filling the existing gap in the presentation of the history of African Americans in Tempe.

The development of the committee was prompted by the efforts of Tempe resident Edward Smith who was one of the first students to integrate the Phoenix Union High School District in 1953. Mr. Smith co-chairs the committee along with retired teacher Mary

Bishop. The committee meets the second Friday of each month at the Tempe Historical Museum.



Members of the newly-formed African-American Advisory Committee pose with Mayor Hugh Hallman and City of Tempe Staff. Left to right, Amy Douglass, Museum Administrator, Aaron Monson, Warren Livingston, James Burns, Carol Livingston, Earl Oats, Phyllis Oats, Mayor Hugh Hallman, Edward Smith, Mary Bishop, Charles Cobbs, Wilma Patterson, Arthur Reeves, JoAn Cooks, Dan Miller, Rosa Inchausti, Fred Warran and Ginny Belousek.

City of Tempe Diversity Department

31 East Fifth Street
Tempe, AZ 85281

Phone: 480-350-2905

Fax: 480-350-2907

E-mail: brandy_naleski@tempe.gov



With Diversity Comes Strength

Visit our website!

**[www.tempe.gov/
diversity](http://www.tempe.gov/diversity)**



Diversity Dialogues

Contributor: Ginny Belousek, Sr. Diversity Specialist



On January 21st, twenty-five community members gathered for their first meeting of the Spring Diversity Dialogue program. Seven weeks later, twenty-five *friends* finished the program and celebrated with a potluck dinner. Volunteer facilitators Florence Boyle and Gregg Smith led the discussions. The program is offered twice a year through the Tempe

Diversity Department to foster dialogue and improve the climate for diversity in Tempe. The next session will begin in September, 2009.

Two participants offered their thoughts on the program:

"The Tempe Diversity Dialogue Program offers participants the opportunity to learn about differences. What is interesting about this program is that in order to appreciate and value our differences, we have to share our personal stories and experiences, and that means having open and honest dialogue. Through our sharing we discovered that we had our differ-

ences but most importantly we shared similarities and connected in so many ways. It was a wonderful experience. The City of Tempe demonstrates its commitment to diversity by offering these dynamic programs. Thank you for offering our citizens the opportunity to participate, share and learn!" – Linda Kalaf

"This has been my second time in Diversity Dialogue and my experience has been very positive. Our group bonded well together and we were able to discuss sensitive subjects and share perspectives without rancor or reaction. This proactive environment enabled us to share our individual thoughts on diversity and to better understand, learn from, and value each other's viewpoints." – Jay Taylor