

Together, for several years now, we have been striving to make our Public Works Department the best it can be.  
And, together, we have made much progress towards this goal.

## Public Works Diversity Action Plan Accomplishments Light Rail Transit

**JANUARY - DECEMBER 2006**

Mission: To make Tempe the best place to live, work, and play.

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

Goals	Action Items (where appropriate, include dates, numbers & with whom)
<b>1. Establish Positive and Open Relationships</b>	
Conduct monthly 360 staff meetings	Employees: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Dec
Attend Colors Training/Certification	Deputy Manager
Conduct weekly Project Update	Deputy Manager, Principal Engineer - bi-weekly Jan-Dec
Celebrate quarterly LRT Team Birthdays	LRT Team: once each quarter
Successful implementation of PDP	All LRT staff: initial and quarterly follow up
Participate in quarterly PW Administration Meetings	LRT hosted Dec. 06 and provided a LRT project update.
Contact with Supervisors & Employees daily	Ongoing
Conduct Weekly Team Meetings	LRT Team: each week unless Monday falls on a holiday.
Provide for monthly Board Agenda Briefing	PW Mgr, Deputy Mgr, VMR staff & Mayor; Jan-Dec
Facilitate monthly Coordination Meetings	Various City/Metro staff: Jan, Feb, Apr, May, Jul, Aug, Sept, Oct, Nov, Dec
Participate in weekly LRT Community Outreach Meetings	Various City and VMR Staff. Weekly, Jan-Dec
Work with LS5 Community Advisory Board	Deputy Manager, Management Assistant, Sr. Transportation Planner - monthly Jan-Dec
Work with LS4 Community Advisory Board	Deputy Manager, Management Assistant, Sr. Transportation Planner - monthly Jan-Dec
Attend and assist with coordination of PW Supervisor/Lead Workshops	Deputy, supervisors and management assistants. Mar 2, Jun 1, Aug. 24, Nov 16
<b>Goals</b>	<b>Action Items (where appropriate, include dates, numbers &amp; with whom)</b>
<b>2. Promote Cross-training &amp; Mentoring</b>	
Promote City-wide Mentoring Program	Deputy Manager participated as mentor - May 2006
Organize Temporary Detail for LRT Traffic Control	
Attain membership in Tempe Professional Development Club	Deputy Manager member

<b>Goals</b>	<b>Action Items (where appropriate, include dates, numbers &amp; with whom)</b>
<b>3. Maintain Awareness of Appropriate and Legal</b>	
Participate in PW Workshop Discussion	Discussion occurs as the 360 meeting following the workshop.
Promote PW's Top 10 Priorities Discussion with Employees	Ongoing
Promote Diversity Action Plan Discussion	Ongoing
Promote PW Goals	Ongoing
Promote Safety Training	Safety tip provided at each 360 meeting.
<b>Goals</b>	<b>Action Items (where appropriate, include dates, numbers &amp; with whom)</b>
<b>4. Continue to promote the mission of</b>	
Post Sr. Transportation Planner Position with APTA	July 2006
Devote time with Committee participation	Management Assistant
<b>Goals</b>	<b>Action Items (where appropriate, include dates, numbers &amp; with whom)</b>
<b>5. Be Inclusive</b>	