

City of Tempe 2008/09 Diversity Strategic Plan

Strategic Areas	Program Strategies	Measure of Success
1. Inclusion & Equity An inclusive workplace Encourages all employees to participate fully & contribute at their highest level. Inclusion promotes equity.	Continue to include the 5- Sided Partnership on city issues.	Inclusion of the 5-Sided Partnership on city-wide committees. Production of a master list of meetings which employee groups will monitor.
	Annual Department Diversity Action plans.	Diversity Department will receive annual diversity action plans from all departments.
	Refine Employee Forum process.	HR will provide feedback to the Steering Committee annually.
	Creation of various employee committees to implement specific suggestions in the Multicultural and Women's Task Force reports.	Evaluation of any programs implemented by the committees.
	NEW PROGRAMS/PRACTICES • Childcare services for employees.	Childcare services program in place.
	 Exits, Laterals, Transfers, Demotions Interviews. 	Development and implementation of an interview process in partnership with the Steering Committee.
	 ADA Programming/ Training Increase awareness of mental health issues. 	Evaluation of training by the Diversity Department.
	Scheduling/coverage flexibility to allow participation in career development programs.	Measured on a case by case basis.
	Voice for "confidential" employees.	Creation of new partnership for confidential employees.
	Creation of Leadership Training for succession planning.	Program development & implementation of training to be done by Citywide Succession Planning Committee.
2. Impartiality Everyone has stereotypes & biases. Continuous education & open dialogue is needed to promote understanding & awareness of the biases that create barriers.	ONGOING PROGRAMS/PRACTICES Review of Rules & Regulations by 5-Sided Partnership.	360 ⁰ feedback and adoption of changes.
	Continue "Who's Your Neighbor?" Brown Bag Lecture Series on Culture Awareness.	Evaluation by program participants through the Diversity Department.
	Diversity Dialogue Program	Evaluation by program participants through the Diversity Department.

	Focus on women's issues and challenging bias'. Creation Cre	tion of programs through participant ck by the Diversity Department. on & implementation of training in ship with the Gay/Straight Alliance.
3. Healthy Networks Effective workplaces help employees & managers move beyond their comfort zone, by creating opportunities for networking & systems for recruiting and promoting the best candidate.	improvement of the particip Mentoring Program. Departi	tion of the program through pant feedback by the Diversity ment.
		ant feedback by the Diversity
		tion of the program through eant feedback by the Diversity ment.
	NEW PROGRAM/PRACTICES ● Promote Tempe	tion of the program through eants by the TPDC Board.
		er of communications regarding mavailability.
4. Fair Promotions Effective workplaces ensure equity by developing & implementing fairness & objectivity in their hiring, recruitment & promotional practices.		tion of programs through participant ck by TLC.
		tion of the program by TLC and the I partnership.
		tion of the program through eants by TLC.
		mark mechanism to track applicants w employees.
		on of a committee with 5-sided ship representation.
	all levels within interest	develop a list of employees ted in observing/participating on w panels.
	Promote diversity on	mark mechanism to track interview

	interview panels.	panels.
5. Solutions Effective organizations help staff recognize that conflict can be healthy. Employees & Managers learn to accept & appreciate differences. They learn how to resolve conflict before it becomes a major issue. City of Tempe employees are expected to resolve conflict in a solution-focused manner.	ONGOING PROGRAMS/PRACTICES Promote & implement SOLVE through training & mentoring. Continue to support Tempe's Mediation Program. Continue to support Tempe's Safe Haven Program	Revisit training & mentoring by the Steering Committee. Measurement of various promotional efforts by the Steering Committee. Measurement of various promotional efforts by the Steering Committee.
6. Accountability What gets measured gets done.	NEW PROGRAMS/PRACTICES Evaluate Departmental: Diversity Action Plans. Diversity Supplier. Department specific training EEOC Grievances Merit Board	Annual reports compiled by department heads and submitted to City Manager and Steering Committee.

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