

INCLUSION NEWS



City of Tempe
Diversity Department

Welcome!



Rosa Inchausti,
Diversity Manager

It is with great pleasure that I introduce the first edition of the City of Tempe's **Inclusion News**. This newsletter has been created to communicate current activities that help create our very accepting and welcoming community. Our hope is that you will take the time to read this newsletter and more importantly share with us your thoughts and suggestions. The City of Tempe truly values all the people of this community and looks to you for your input on ways to further demonstrate our commitment to respect and inclusion.

The Diversity Department was created in 2002 to promote mutual understanding and respect among the many groups of people who work, live or visit our City. We recognize that our strength in accomplishing this endeavor comes from the strong partnerships within our workforce and in the community. It is through these relationships that we remove prejudicial barriers and most importantly, arrive at the single goal of making all individuals, regardless of backgrounds, feel welcomed and at home in our City.

Our motto is "With Diversity Comes Strength." Diversity comes in many forms...in viewpoints, positions in a workplace, economic status, and experiences...not just in

the traditional gender, ethnicity or age. Your unique contributions help us move forward with our inclusion goals. Please feel free to contact me directly at 480-350-8999 with any suggestions or ideas. I look forward to working together with you in building an even stronger community!

In Service,

Rosa Inchausti
Diversity Manager

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Upcoming Events

- *Diversity Dialogues Fall Session*
September 17– October 29, 2008
- *Jewel in the Desert Festival*
October 3-4, 2008
- *Tardeada Festival*
October 12, 2008
- *11th Annual MLK Diversity Awards Brunch*
January 19, 2009

20th Annual Diversity Awards

Contributor: Karl Stephens

Mayor Hugh Hallman presented the 20th Annual Tempe Mayor's Disability Awards on April 30 at the Tempe Center for the Arts.

"We honor these exceptional people because they show us that we can overcome whatever perceived limits are put in front of us," Hallman said. The mayor spoke fondly of long-time Tempe resident **Mike Franjevic**, who was honored posthumously for his work in improving the city's public transportation for disabled residents. His wife, **Barbara**,



Disability award winners

and his children accepted the Pride of the City Award.

Other awards were presented, including Outstanding Employee of the Year, which went to **Valerie Gonzales** of the Parks and Recreation De-

partment; **PetSmart store #0161**, Tempe, received Outstanding Employer of Students award. Also honored were the 2008 Outstanding Student Employees from the Tempe Union High School District Workbridge program. They were: **Steve Murawski, Rykeen Green, Daniel Pedro, Brandi Coker, Francisco Matus, Ramsey Jones, Aurelio Ayala, Travis Faust, Desmond King. Eric Karcz**, was honored for outstanding achievement as a Workbridge Program alum.

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Human Relations Commission

Contributor: Colleen Byron, Commission Chair

The mission of the Human Relations Commission is to promote mutual understanding and respect among the many groups of people who live and work as well as visit Tempe. We work to eliminate conditions that enable prejudice and discrimination to exist, and we strive to create an environment whereby people from different backgrounds feel welcome and at home in our community.

As a commission we seek to empower those who live, work and play in Tempe through listening attentively to the concerns that are brought before us, analyzing these concerns through the lens of potential system based problems (for example, institutionalized norms, policies or practices) and collaborating with community partners to address these concerns in a flexible manner. We also actively celebrate the rich diversity of our community by participating in community events that highlight diverse groups in Tempe.

Our most prominent event is our annual Martin Luther King Day celebration. For ten years we have partnered with public and private organizations to honor organizations and individuals that exemplify the best inclusiveness and mutual respect can create. Last year over four hundred people attended the celebration. At this event, through the support of Mayor and Council, Tempe schools are awarded competitive monies to assist them in creating programs that foster an inclusive environment and an appreciation for the values of fairness, openness, equity and tolerance that are the hallmarks of a community that proactively promotes diversity. It is important, we believe, to contribute to the understanding in our schools and our community at large, that diversity can create tremendous opportunities for everyone if it is actively nurtured and promoted. This is the work to which we as a commission devote ourselves.

The commission meets the second Tuesday of each month at Tempe City Hall, 31 East 5th St, Tempe, AZ. We welcome community input. For more information, please visit our website: <https://www.tempe.gov/hrc>



Commission on Disability Concerns

Contributor: Barbara Jane Shelton, Commission Chair

The inception of the Tempe Commission on Disability Concerns was first as a committee, formed in 1980, and named The Mayor's Committee on Employment of People with Disabilities. The Commission on Disability Concerns was formally established in 1997.

The mission of the Disability Commission is to advocate disability issue awareness, equal access and full community integration and to seek resolution of the concerns of people with disabilities for the benefit of all the people of Tempe.

The charge to the Commission is to review disability-related issues, promote accessibility throughout the city, and assist the city in complying with the Americans with Disabilities Act. The Commission also regularly assists in removing barriers to travel and use of services.

Our primary outreach event is the Tempe Mayor's Disability Awards. This year the event was held in the new Tempe Center for the Arts. In past years, the Commission hosted the "Wheelchair Challenge" at Oktoberfest.

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

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Tardeada Advisory Board

Contributor: Jolyn Arredondo-Gibbons, Advisory Board Chair

The Tardeada began as a celebration of the Hispanic community in Tempe. The mission of the Tardeada Advisory Board is to identify and recognize the Hispanic and historical roots of Tempe and educate the community with a celebration of the Hispanic culture.

The Tardeada continues to increase the awareness of the Hispanic community, culture and the roles they played in the building up of Tempe.

This event helps celebrate through music, family photo albums, and sharing of traditions. I am proud to be part of the Tardeada. The Hispanic community has contributed great things to Tempe and the Tardeada is a chance to celebrate them all.

The Advisory Board meets the second Monday of each month at the Tempe Public Library Board Room, 3500 S Rural Rd, Tempe, AZ. We welcome community input. For more information, please visit our website: <https://www.tempe.gov/tardeada>.

Upcoming Events

Tardeada

Contributor: Ginny Belousek

All are invited to attend the **Tenth Annual Tempe Tardeada Festival from noon to 8 p.m. on Sunday, October 12**, to celebrate and recognize Tempe's Hispanic roots. What is a Tardeada? It's a vibrant afternoon festival and social dance celebrating Tempe's Hispanic culture and history. The Tempe Tardeada will take place at the Tempe Community Complex, 3500 S. Rural Road, located on the southwest corner of Southern Ave. and Rural Road.



In conjunction with **National Hispanic Heritage Month**, the festival's goal is to offer an opportunity to celebrate and experience the legacy of

Tempe's Hispanic culture through entertainment, music, dance, art, food and exhibits. The entertainment stage will feature music ranging from traditional mariachi and boleros, to salsa and Latin dance music. Attendees can join in on the dance floor or sit back and watch!

Free activities for children will include crafts celebrating the Hispanic heritage, face painting, balloon animals, inflatables, and The Game Truck. In addition, the Tardeada Coloring Contest, sponsored by the Tempe Police Association and SEIU will showcase their winners, and the Sixth Annual Tempe Tardeada Scholarship, sponsored by the Tempe Firefighter's Association, will be awarded to two local high school students.

Another popular attraction at the event is The **Tempe Historical Museum's** exhibit of the Hispanic Family History Albums.

Food vendors will have a variety of delicious Mexican foods for sale at family-friendly prices. In addition, a tortilla-making demonstration will be offered, along with recipe cards and tortillas for purchase. For more information about the Tempe Tardeada, call 480/350-8979 or visit the website at <https://www.tempe.gov/tardeada>. For Spanish call 480/350-5515 and for TDD call 480/350-5050.

Jewel in the Desert

Contributor: Tempe Historical Museum

Have you ever been in downtown Tempe and heard the call to prayer emanating from the white and blue-tiled Tempe Mosque at Sixth and Forest? Tempe has a significant Muslim population whose diversity, contributions, and presence enrich the community. In order to promote cultural appreciation and interfaith respect of Muslim citizens, the Tempe Historical Museum, in collaboration with Arizona State University, the City of Tempe Diversity Department and the Tempe Muslim community, will present *Jewel in the Desert*. This project will collect life stories, oral histories and artifacts reflecting the history and experiences of Arizona Muslims.

An exhibit, public lecture and community festival will provide the sights, sounds, and tastes that will bring history alive. The exhibit will open in October at the City Hall Gallery, 31 East Fifth Street. There will be an exhibit opening reception on October 3 and a street festival on October 4 to celebrate the opening.

Visitors will leave knowing that the local Muslim community has deep roots, is very diverse, and that Muslims are ordinary Americans. Mark your calendars for October 3rd & 4th, and don't miss this opportunity to learn more about another segment of Tempe's diverse population.



What is a Tardeada? It's a vibrant afternoon festival and social dance celebrating Tempe's Hispanic culture and history.

MLK Diversity Awards Brunch

Contributor: Ginny Belousek

The 2009 Tempe Human Relations Commission MLK Diversity Awards Brunch will be held on Monday, January 19, 2009. The awards brunch honors community members and groups who have demonstrated a commitment to diversity in Tempe. Guests will enjoy a keynote speaker who will be speaking on the ideals and values of Dr. Martin Luther King, Jr., entertainment, and the presentation of the diversity awards. The location of the event is TBD.

Nominations are currently being accepted for the Diversity Awards. To be eligible, nominees must live, work, or volunteer in the City of Tempe and demonstrate a commitment to honoring and celebrating diversity in the Tempe community.

Six nominating categories are offered:

Individual Adult, Community Group / Organization, Educational Organization, Business, Individual Youth (18 years and younger), Diversity Supplier Award

An online nomination form is available at:

<https://www.tempe.gov/hrc>



Tempe City Council

Hugh Hallman, Mayor

P. Ben Arredondo, Councilmember

Shana Ellis, 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.

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Diversity Supplier Program

Contributor: Rosa Inchausti

The City of Tempe assures an open, fair and competitive process for all who desire to do business with the City. A Race Neutral Supplier Diversity Program was created in 2005 as an outreach program designed to promote opportunities to businesses that perhaps are underrepresented in our pool of contracts and services providers. These types of business may include women owned businesses, disadvantaged businesses, small businesses and minority owned businesses. Creating a Race Neutral Supplier Program means establishing an inclusive outreach initiative to expand our pool of merchants or contractors. This program does not give preferential treatment to any one specific business. The bidding process remains fair and competitive.

Some examples of efforts being made are: increased advertisement and providing community information sessions on how to maneuver through a public procurement process. For more information on these opportunities please contact: Michael Green, Purchasing Administrator 480-350-8324 or visit www.tempe.gov/purchasing. For engineering and construction related contractors please call Wendy Springborn-Pitman, Engineering Services Administrator 480-350-8250 or visit www.tempe.gov/engineering.

Creating a Race Neutral Supplier Program means establishing an inclusive outreach initiative to expand our pool of merchants or contractors.

Department Highlight: Public Works

Contributor: Glenn Kephart, Public Works Manager

The City of Tempe's Public Works department consists of more than 300 talented people working as one team towards providing high quality community services. These services include transportation, streets maintenance, refuse collection, engineering, facilities maintenance, fleet, custodial and light rail transit. Quite simply, it is our job to build and maintain the infrastructure needed to help Tempe continue to be a great place to live.

We have learned that embracing the principles of diversity strengthens us as an organization. To this end, we have developed an aggressive recruitment outreach committee (ROC). ROC utilizes community events such as Tempe Tardeada, youth school events, and minority publications to market employment opportunities to a broad spectrum of our population. We have observed that as our diversity increases, so does our quality of the service to the community.

The Public Works department is grateful for the support and assistance that we have received from the City's Diversity Department and the Human Relations Commission (HRC). The positive partnership with Diversity and the HRC has helped us to grow into an inclusive organization, reflective of our community.



Public Works Department

Diversity Steering Committee

Contributor: Rosa Inchausti

At the City of Tempe we recognize the importance and impact our workforce has on serving our community. Hiring, training and retaining the best employees translates to better services to our residents, visitors and businesses. Likewise, a workforce that values and respects one another, regardless of differences, means that our service to our community will hold the same values.

The City of Tempe has a collaborative process called the 5-Sided Partnership which includes representatives from all

levels of the organization and unions. The City uses this process to identify, discuss and resolve issues and more importantly to proactively communicate creative ideas for the continued improvement of the City of Tempe organization.

The Diversity Steering Committee was created as a mechanism to help manage the City of Tempe's commitment to "Inclusion." The goal of creating an inclusive workforce is to meet the needs of an increasingly diverse community.

The 5-Sided Partnership includes representatives from all levels of the organization and unions.

César Chávez had a calling...What's Yours?

Contributor: Brandy Naleski

This past March, the Diversity Department partnered with Frank Elementary School for its annual coloring contest in honor of Cesar E. Chavez. Students in grades Kindergarten through Fifth participated in the contest. The purpose of the coloring contest is to further educate students about the life of Cesar Chavez, a true public servant. The Diversity Department provided the teachers with a lesson packet to assist them in educating the children on Cesar Chavez' service and

calling. The children were then encouraged to think about their own public service calling while reinforcing the importance of serving others. The children were asked to draw two pictures: one of Chavez serving others and one depicting their future calling. Two winners from each grade level were selected and recognized at the April 3rd City Council Meeting.



Frank Elementary School students were recognized for their winning contest entries.

GSA Gay/Straight Alliance

Contributor: James Burns

Since its inception in 2006, the City of Tempe's Gay/Straight Alliance (GSA) has devoted itself to community projects throughout the Valley to enrich diversity and awareness. Projects include partnering with Habitat for Humanity to complete the second only LGBT-built home in the nation, participating in the East Valley Regional Unity Walk, mentoring youth through the 1n10 organization, and organizing a food drive for CEDA's Food Pantry. Their next endeavor will be a water drive for the upcoming summer months. The GSA is also working with the Tempe

The mission of the GSA is to create a more equitable and safe work environment for LGBT employees through increased awareness and education for all employees about sexual orientation and gender identity.

Historical Museum and 1n10 on a historical project to capture and preserve the

undocumented experiences, stories and contributions of the local LGBT community. Through these activities, the GSA fulfills its mission to create a more equitable and safe work environment for LGBT employees through increased awareness and education for all employees about sexual orientation and gender identity. The group holds monthly meetings on the last Wednesday of each month. For more information on the City of Tempe's Gay/Straight Alliance (GSA) please visit our website at: <https://www.tempe.gov/gsa>

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With Diversity Comes Strength

Visit our website!

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



Diversity Dialogues

Contributor: Ginny Belousek

Thirty-two community members participated in the recent Spring session of the *Tempe Talks: A Diversity Dialogue Program*. The Diversity Dialogue program is sponsored and coordinated by the Tempe Diversity Department and the Tempe Human Relations Commission.

Trained facilitators, Deborah Kearns, Florence Boyle, and Ron Parades led the groups as they discussed issues of diversity in Tempe. The groups met for seven consecutive weeks for two hours each week at the Tempe Public Library. Group members gained experience in the basics of dialoging and discussed topics such as family, faith, race, global issues and sexual orientation. Participants were able to share their own experiences and learn about others through listening to their stories. Out of the dialogues came a better



Spring 2008 Diversity Dialogue participants were recognized at March 20 Council meeting.

understanding of self, community and ways in which to improve the climate for diversity in Tempe. At the completion of the program participants were recognized at a City Council meeting.

Fall 2008 Diversity Dialogues

September 17

September 24

October 1

October 8

October 15

October 22

October 29

Sign Up Now!

For an application please see our website: <https://www.tempe.gov/diversity> or call 480-350-8979.