

City of Tempe Diversity Department Diversity Strategic Plan

Strategic Areas	Program Strategies	Measure of Success
<p>1. Inclusion & Equity An inclusive workplace encourages all employees to participate fully & contribute at their highest level. Inclusion promotes <i>equity</i>.</p>	<ul style="list-style-type: none"> ○ Equal opportunities to participate in networking functions ○ Staff meetings- often meet on an informal basis as needed to resolve issues, brainstorm solutions and celebrate successes. 	<ul style="list-style-type: none"> ○ Open employee feedback ○ Frequency of staff meetings.
<p>2. Impartiality Everyone has <i>stereotypes & biases</i>. Continuous education & open dialogue is needed to promote understanding & awareness of the biases that create barriers.</p>	<ul style="list-style-type: none"> ○ Open discussion regarding employee's preferred temperaments. ○ Share interests, family experience, hopes and disappointments without fear of judgment. 	<ul style="list-style-type: none"> ○ Frequency and type of open discussions. ○ Measurement of success is reflected through the strength of our relationships.
<p>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.</p>	<ul style="list-style-type: none"> ○ All employees encouraged to participate in city networking programs (ie. Women in Networking, Gay/Straight Alliance and Tempe Professional Development Club) ○ Staff retreats/team-building exercises. ○ Inclusion of all employees in meetings, projects and lunches. 	<ul style="list-style-type: none"> ○ Open employee feedback
<p>4. Fair Promotions Effective workplaces ensure equity by developing & implementing fairness & objectivity in their hiring, recruitment & promotional practices.</p>	<ul style="list-style-type: none"> ○ All employees are encouraged to participate in career growth and training opportunities. ○ Support for membership and involvement in professional organizations. ○ Internal recruitment first ○ Review options in market in which to advertise recruitments 	<ul style="list-style-type: none"> ○ Open employee feedback ○ Applicant pool for recruitments

<p>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.</p>	<ul style="list-style-type: none"> ○ Encourage conflict resolution at the level it originates. ○ Challenge employees to be part of the solution. 	<ul style="list-style-type: none"> ○ Number of complaints filed and issues resolved. ○ Open employee feedback.
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