

Diversity Steering Committee Meeting Summary

August 2008

Every month the Diversity Steering Committee meets to discuss current diversity issues as well as the ongoing implementation of the Diversity Action Plan. In the interest of city wide inclusiveness and creating openness, the Diversity Steering Committee will publish a monthly summary of items discussed. Please review the following items and contact your respective 6-Sided Partnership representative or a Diversity Steering Committee member should you have any questions or suggestions.

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

- Brief introductions for new members and guests at the meeting.
- LDP Training – Gretchen Maynard and Wydale Holmes from TLC shared the new LDP: Leadership Development Program with the Steering Committee. The purpose of LDP is to provide focused learning experiences and resources to improve performance and maximize leadership in the workplace. LDP is comprised of three levels, LDP I, LDP II, and LDP III. The format is much different from the MST series, there will be more individual courses, each no more than four hours long. The Colors training has been successful in the workforce so that has been reinforced in courses when appropriate.
 - LDP I replaces MST I, II & III. LDP I is for all employees with topics including problem solving, communication and leadership. Completion of 32 hours of core courses is recommended to complete LDP I and will also meet the pre-requisite for CPM Certified Manager's Program.
 - LDP II is for all supervisors and employees aspiring to become supervisors within the organization. The courses will require study & assignments outside of the classroom directly related to supervision. Employees that do not currently supervise must apply by submitting an LDP II application.
 - LDP III is for upper management and is being piloted by all department managers on August 25-26th later this month. This program focuses on the organizational imperatives necessary to build healthy organizations and is customizable to our mission and goals.

Wydale shared some research and recent legislature changes in California that define standards and accountability of what mandatory training should be. Training should be viewed as an insurance policy for the organization. The legislature also gives definitions for "periodic training" and "quality training". This information is great news and helpful to now have a legislated instructional design to develop programs. Questions were raised regarding the application process and the accessibility of LDP II to all employees. Gretchen explained that the process is still being defined but it will mirror the current CPM selection process and will be decided by a panel of individuals. Gretchen offered to share the application with the Steering Committee when it is ready. Another question was raised about making a certain course mandatory and what weight will be given to completion of LDP series to promotions and interviews. Both of these have not yet been determined. Gretchen and Wydale offered to attend a future meeting to share an update when there is an application process and they have answers to some of the questions raised today.

- Strategic Plan – The committee reviewed and approved the 08/09 City of Tempe Strategic Plan. At the September meeting, the committee will review the specifics and begin sub-committee assignments. The committee will also discuss how to communicate the information throughout the workforce.
- Mediation numbers – Jon O'Connor shared that the city has not had very many mediations. All HR Analysts stay current on their mediation training and a lot of the mediation is done informally and those are not tracked. In most cases, 1 party refuses to participate and in order for mediation to occur, both parties have to be willing. There have been 2 recently, both successful in resolving the issue. EEOC/Grievances – Jon reported that there have more EEOC filing this past year; some are possibly tied to the economy, both ruled in favor of the city. There are 3 active EEOC right now, it seems to be taking longer to resolve them, and the average is 12-18mths. There were 2 grievances this year, one was found in favor of the city and one is still pending.
- Diversity Department Statistics – Rosa shared the survey results for the past years programming including Diversity Dialogues, Women In Networking, Who's Your Neighbor. The department is working on developing a survey for the upcoming Mentoring program
- Member updates:
 - Jon O'Connor – HR is working on the market study right now, the information should be available in the next 3-4 weeks. Any changes will be implemented January 1st. The new HR manager will start on September 15th.
 - Clarence Matherson – No update from the Attorney's Office.
 - James Burns – GSA had their biggest turnout at the July meeting. The next meeting will be August 27th at the library. There will also be a social event on August 22nd. James also shared that he was invited to present at the the Regional HRC meeting held last week. He spoke about the All of Us: LGBT History Project with Beck from In10.
 - Carol Martsch – SEIU elections are coming up. The East Valley SEIU office is moving to a new location.
 - Ginny Belousek – Diversity Dept is gearing up for the fall events.
 - Diversity Dialogues – September 17th – October 29th
 - Women In Networking – September 8th
 - Jewel in the Desert Exhibit – October 3rd, there will be reception dinner, due to lack of sponsorship there will not be a festival.
 - Tardeada – October 12th
 - Jay Taylor – Briefed the committee on a recent situation involving RK Catering and an Echo Magazine event at the TCA. Jay also shared that the GSA will be presenting at Tempe Essentials.
 - Amy Douglass – TSA is currently doing a membership drive. The president is stepping down due to a change in job title so Julie Heitter is the interim president.
 - Jeff McHenry – PD is projected a shortfall in their budget. Several programs normally funded with salary savings are affected since the salary savings is being absorbed back into the general fund.
 - Karl Stephens – Recently conducted TDD/TTY training for employees with a lot of phone contact throughout the city, it was very helpful and the instructor shared an insight into the deaf culture. Karl is working on an issue of someone who interacted with the PD and needed a sign language interpreter and disability concerns regarding Rio Lago.

- Jerry Hart- The city is looking at some tough budgetary times. Department managers recently attended the council summit and there was discussion of ethics and the importance of diversity.