



**Minutes
Diversity Steering Committee
Tuesday, June 7, 2011
3 p.m.**

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

In Attendance

Ginny Belousek, Diversity Office
Renie Broderick, Human Resources
Molly Enright, Confidential Employees
Jerry Hart, Senior Management Group
Rosa Inchausti, Diversity Office
Diana Kaminski
Lawrence LaVictoire
Clarence Matherson, City Attorney's Office
Jeff McHenry, TOA
Charlie Meyer, City Manager
Jon O'Connor, Human Resources
Valerie Patriquin
Wendy Springborn, TSA
Karl Stephens, Diversity Office
Louis Telles, Human Resources

Guests Present

Bob Enderle, Diversity Leadership Alliance, Medtronics
Kamala Green, Sr. Director, Office of Equity and Inclusion, ASU
Janina Kokins, Office of Equity and Inclusion, ASU

I. Diversity Steering Committee : Purpose and History Review

Rosa Inchausti gave a presentation on the History of the Diversity Steering Committee. Rosa shared that 10 years ago the City of Tempe underwent a year-long audit on diversity and inclusion. The study, conducted by Jamieson and Gutierrez, recommended major changes in the way the City conducts business in regards to rules, regulations and policies of inclusion. The Diversity Steering Committee was created with the charge of overseeing the changes recommended by the audit. The five major areas identified in the audit were: Good Old Boy Systems, Inclusion, Promotions, Bias, and Conflict. In addition to creating the Diversity Strategic Plan, reviewing City Rules and Regulations, and creating networking and programs, the Diversity Steering Committee created the TSA and the Confidential groups to ensure that all employees of the City have a voice.

A. Best Practices in the Diversity Field – Guest speaker, Bob Enderle

Bob Enderle, HR Manager of Medtronics and board member of the Diversity Leadership Alliance, (DLA) gave a presentation on diversity and inclusion in the private sector.