



**Minutes
Diversity Steering Committee
Tuesday, February 7, 2012
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

Jackie Awosika, UAEA
Ginny Belousek, Diversity Office
Renie Broderick, Human Resources
Molly Enright, Confidential Employees
Kent Kortsen, GSA
Jeff Kulaga, City Manager's Office
Jon O'Connor, Human Resources
Karl Stephens, Diversity Office
Louis Telles, Human Resources
Wendy Springborn, TSA

I. Sub-Committee Updates

- A. Accountability – Ginny asked the committee to review the memo Rosa is targeted to present at the March 1, 2012 Department Head meeting and offer comments or changes. Molly Enright suggested removing “meeting DOJ mandates” on the third bullet point on the first page; “Provide transparency and accountability for meeting DOJ mandates”. Molly also requested adding “recruitment efforts” to the second page bullet points showing examples of department submission ideas.

Jeff Kulaga asked what this annual report would be used for once it was created. The consensus was the report's intent is to be a summary of easy to understand information but not designed to be used as a performance measurement tool. The Diversity Steering Committee will be involved in creating future plans once the report has been completed and shortcomings have been determined.

The committee confirmed the memo was ready once Molly's two suggested changes had been made.

- B. Women In Networking (WIN) – Ginny summarized the subcommittee's plans presented at the last meeting. The first presentation the subcommittee is interested in offering is a panel of female department heads and leaders telling their stories about their climb to the top. Jeff suggested the addition of private sector leaders to offer additional insights and avoid repeating programs conducted in the past. The subcommittee will meet again to move forward with presentation ideas and take the WIN program to the next level.
- C. Mentoring – Ginny asked committee members to review the original mentoring packet and offer comments and suggestions. Mentor and mentorees are expected to meet for a total of twenty-four hours over a nine month timeframe. This change provides flexibility for differing work groups. Mentor and mentoree pairings could spend more than a total of twenty-four hours working on their mentoring program if they so desired.

Ginny explained the Mentoring Program will be advertised in City Information, through Rosa's presentation at the Department Head Meeting and via program ambassadors visiting area staff meetings. City employees who have retired in the last five years are eligible to participate in the program. Pairings will be done during the week of March 26, 2012 with the program beginning by the second week of April.

II. Member Updates

Congratulations were made to Wendy Springborn who has been elected TSA Vice President. Consequently there may be a new TSA representative for the Diversity Steering Committee.

Jackie Awosika referenced the new state legislation regarding Unions, SB1485, SB1486 and SB1487. The legislation, which includes police and fire unions, is designed to do away with MOUs, meet and confers, union release time and city collection of union dues.

Molly Enright reported a Confidential Employee asked about the Mentoring Subcommittee and how members of the sub-committee were selected. Diversity Steering Committee members were asked to participate on one of three sub-committees and were determined on a volunteer basis. The Mentoring Program was written by the Diversity Office with input from the Diversity Steering Committee.

Ginny reported on a successful Unity walk held Saturday, February 4, 2012. Tempe's assembly point was moved from Lot 59 to Tempe Center for the Arts to incorporate the new pedestrian bridge. Wendy added it will be even more aesthetically pleasing when the new dam is moved 100' downstream by December 2015, allowing water to be seen from both sides of the pedestrian bridge.