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## DIVERSITY ACTION PLAN AD HOC COMMITTEE

Meeting of October 11, 2010 – 6:30 p.m. to 8:00 p.m.

Chico Municipal Center, Conference Room 1, 421 Main Street

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### **AGENDA**

1. **Introductions**
2. **Diversity Action Plan Organization.** At the September 27<sup>th</sup> meeting the Committee discussed a framework for organizing the Diversity Action Plan, which is attached. The Committee will review the proposed dimensions, their definitions and discuss additional tasks.  
  
**Attachment** – Framework for organizing the Diversity Action Plan.
3. **Consideration of Forming Work Groups.** The Diversity Action Plan Ad Hoc Committee will consider forming smaller work groups to develop action items within dimensions for the Diversity Action Plan.
4. **Discussion of next Committee meeting date.** The Committee will discuss a meeting date for its next regular meeting.
5. **Business From the Floor** - Members of the public may address the Committee at this time on any matter not already listed on the agenda, with comments being limited to three minutes. The Committee cannot take any action at this meeting on requests made under this section of the agenda.
6. **Adjournment** – The meeting will adjourn at 8:00 p.m. The next meeting of the Committee will be discussed under Item 4.

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Distribution available in the office of the City Manager:

Prepared: 10/06/10  
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Chico City Manager's Office  
411 Main Street, Chico, CA 95928  
(530) 896-7202

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### **Members:**

Ann Schwab  
John Rucker  
Lee Lyon  
Annie Adamian

Ann Schulte  
Amro Jayousi  
Michael Lo  
Evan LaVang

Sandra Knight  
Dawn Frank  
Pedro Caldera

## Diversity Action Plan

City Operations				City Outreach			Misc
Internal Monitoring	Training	Hiring Recruitment	Access to Services	City's Message	Access to Governance	Communication & Information	
<i>How city's departments address diversity in their goals and objectives. How council, boards, and commissions address diversity in their work plans.</i>	<i>Staff (+ police, etc) and council trained in cultural awareness and communication</i>	<i>Evaluation and improvement of increasing diversity in hiring</i>	<i>How city makes all services accessible</i>	<i>How the city demonstrates a commitment to diversity</i>	<i>Community members are invited to contribute to policy (via council, boards and commissions participation)</i>	<i>How city communicates with, educates, and informs the public about issues related to diversity</i>	
Chief Diversity Officer	Professional development for City employees	Improve recruitment and promotion	Low income housing and employment opportunities	Cultural Ambassadors	Outreach to under-represented groups to serve on boards and commissions	Provide verbal and written translations	Ombudsman/ Advocate
Diversity requirement in RFP	Education	Jobs - evaluate hiring process	Identifying barriers to access	Diversity Celebrations	Invite youth to City Hall	Outreach into the community to educate about availability /accessibility of government	Develop a mechanism to identify and resolve conflicts relating to diversity issues
Incorporate diversity in Work Plans	Cultural training for council - do outreach		Gender neutral bathroom facilities	Community Cultural Events	Educate public how to access the City	Create a survey	Conflict resolutions

**Diversity Action Plan - page 2**

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Monitoring for bias	Cultural awareness training for city employees			Community discussions about diversity		News media contacts	
Improve Police Cultural Competence	Training to understand bias in multicultural situations			Public/Private Employment Partnerships		Assist community members in communications	
Have transparency in hate-crime investigation and provide statistics				Diversity Newsletter/Web page		Develop relationships with community groups	
Evaluation/ Assessment tools				Promote cultural communication		Free ESL classes	

Diversity Action Plan - page 3

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Update ADA transition plans				Fly cultural flags		Organization of directories	
Community service options in lieu of fines for citizens						Provide information about events	