



DIVERSITY ACTION PLAN AD HOC COMMITTEE

Meeting of October 18, 2010 – 5:00 p.m. to 6:00 p.m.

Chico Municipal Center, Conference Room 1, 421 Main Street



AGENDA

1. **Introductions**
2. **Diversity Action Plan Organization.** The Committee will continue its discussion from the October 11, 2010 meeting regarding the framework for organizing the Diversity Action Plan.

Attachment – Framework for Diversity Action Plan organization.
3. **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.
4. **Adjournment** – The meeting will adjourn at 6:00 p.m. to Monday, November 8, 2010 at 6:30 p.m. in Conference Room No. 1.

Distribution available in the office of the City Manager:

Prepared: 10/15/10
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Please contact the City Clerk at 896-7250 should you require an agenda in an alternative format or if you need to request a disability-related modification or accommodation in order to participate in a meeting. This request should be received at least three working days prior to the meeting in order to accommodate your request.

Members:

Ann Schwab
John Rucker
Lee Lyon
Annie Adamian

Ann Schulte
Amro Jayousi
Michael Lo
Evan LaVang

Sandra Knight
Dawn Frank
Pedro Caldera

City of Chico Diversity Action Plan

Proposed
Dimensions and
Priorities

October 11, 2010



Dimension: City Operations

- Focuses on how municipal policies and procedures (including hiring, training and promotion) address and increase diversity awareness. Examines entryways for community members to use City services and how improve access and use.

Internal Monitoring

How the City's departments address diversity in their goals and objectives. How Council, Boards and Commissions address diversity in their work plans.

- Priority One

Develop, implement and assess City department goals, objectives, policies and procedures that improve diversity in City operations

- Priority Two

Incorporate diversity priorities in Council funding proposals and include diversity goals in Boards and Commissions work plans

Training

Staff and Council trained in cultural awareness and communication

- Priority One

Develop, implement and assess professional development for City staff in the area of diversity

- Priority Two

Develop, implement and assess cultural awareness training for City Council, Boards and Commissions

Recruitment, Hiring and Promotion

Evaluation and improvement of increasing diversity in the workplace

- Priority One

Develop, implement and assess how diversity is incorporated in City's recruitment, hiring and promotion policies and practices

Access to Services

How City makes all services accessible

- Priority One

Identify and remove barriers to City services to community members

Dimension: City Outreach

- Concentrates on the quality and types of community interactions. Examines and improves how the City communicates with, educates, and informs the public about issues to diversity. Addresses diversity from the perspective of public participation by individuals and stakeholder groups in the decision making process.

City's Message

How the City demonstrates a commitment to diversity

- Priority One

Ensure that the City fosters diversity and cultural awareness in community events

- Priority Two

- Ensure that the City fosters diversity and cultural awareness in physical (infrastructural) improvements

Access to Governance

Community members are invited to contribute to policy (via Council, Boards and Commissions participation)

- Priority One

Increase and enhance outreach to under-represented groups to serve on boards and commissions

- Priority Two

Increase and enhance community awareness of public decision-making process

Communication and Information

How City communicates with, educates, and informs the public about issues related to diversity

- Priority One

Ensure that written and verbal communication is obtainable, available, and readily accessible to all community members

- Priority Two

Develop mechanisms to receive, identify and resolve issues and conflicts relating to diversity