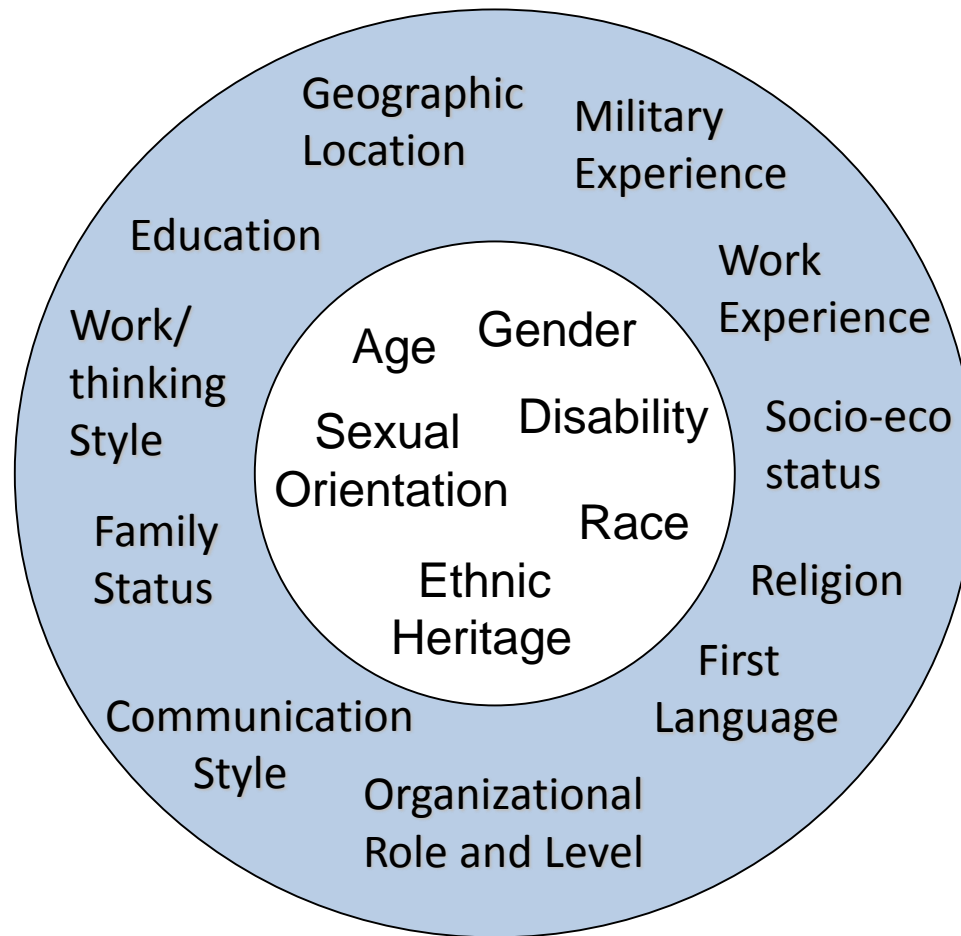




City of Glendale Diversity Awareness And Human Relations Commission

City Council Workshop
April 18, 2017

Primary and Secondary Dimensions of Diversity



Human Relations Commission

Nine Arizona cities and towns have Boards and Commissions addressing cultural diversity issues:

- Chandler
- Flagstaff
- Gilbert
- Mesa
- Phoenix
- Scottsdale
- Sierra Vista
- Tempe
- Tucson

How Is Diversity Defined?

The **United Way** takes the broadest possible view of diversity. . . .Diversity is the quality of being different or unique at the individual or group level. This includes age; ethnicity; gender; gender identity; language differences; nationality; parental status; physical, mental and developmental abilities; race; religion; sexual orientation; skin color; socio-economic status; work and behavioral styles; the perspectives of each individual shaped by their nation, experiences and culture—and more. Even when people appear the same on the outside, they are different!



How Is Diversity Defined?

The **National Football League** defines diversity as “the respect and appreciation of race, skin color, gender, nationality, religion, sexual orientation, gender identity, physical abilities, age, parental status, work and behavioral styles.”



How Is Diversity Defined?

The **NCAA** explains that “the traditional definition of diversity focuses on groups of people who have historically been denied access to opportunity on the basis of race, creed, color, national origin, age, sex, disability, sexual orientation and gender. Diversity also encompasses external dimensions like religion, marital status, education, income, geographic location and work experience.”



How is Diversity Defined ?

**According to the United States
Air Force, diversity is:**



A composite of individual characteristics, experiences, and abilities consistent with the Air Force Core Values and the Air Force Mission.

Air Force diversity includes but is not limited to: personal life experiences, geographic background, socioeconomic background, cultural knowledge, educational background, work background, language abilities, physical abilities, philosophical/spiritual perspectives, age, race, ethnicity, and gender.

Air Force Instruction 36-7001 (AFI, 2012)

Council's/City's Prior Actions

- In December 2014, City Council signed the **Unity Pledge**.
- Since February 2015, all City contracts now include a non-discrimination provision. Council has approved **435** agreements with this language to date:

Contractor must not discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, national origin, age, marital status, sexual orientation, gender identity or expression, genetic characteristics, familial status, U.S. military veteran status or any disability. Contractor warrants compliance with this section.

- All City employees are prohibited from discriminating against their fellow employees on these same bases. (See HR Policy #513.)

City of Glendale's Overall Goal in Proposed Language

Eliminate prejudice and discrimination in Glendale community and promote equal opportunity, tolerance, mutual respect, understanding, awareness and unity among all citizens who live, work and spend time in our City.

Diversity Commission's Role and Duties

- Creates an advisory board to promote diversity, cultural awareness and inclusion.
- Expands the role and amends the language of the City's existing Commission on Persons with Disabilities.
- Commission can work with City's Diversity and Inclusion Network to plan educational and cultural events and host dialogues to build community relationships.
- Commission has no independent authority to act. Only makes recommendations to Council for it to take action.

Diversity Commission's Role and Duties

- Gives citizens a permanent forum to engage City staff and Council on diversity issues and bring information/programs to Council for consideration.
- Allows for public input on issues of concern to individuals or groups of diverse backgrounds who may feel excluded or marginalized by others in the Glendale community.
- Individuals and groups are identified in the language so they know they are welcome to participate and can take advantage of the Commission's efforts.

Composition of Diversity Commission

- Membership is set at fourteen (14) members – can have two (2) members appointed by each Councilmember, Vice Mayor and Mayor.
- Members must be residents of Glendale.
- Members can have special dedication to and knowledge of diversity issues.
- All subcommittee members must be members of the Commission.
- Subcommittees have no authority to act independent of the Commission.

Proposed Language

DIVISION 5. – DIVERSITY AWARENESS AND HUMAN RELATIONS COMMISSION ~~ON PERSONS WITH DISABILITIES~~

Sec. 2-311. - Established.

- (a) There is hereby established within the City of Glendale a commission on ~~persons with disabilities~~ Diversity Awareness and Human Relations whose members shall be appointed by the council of the City of Glendale.
- (b) It is the policy and goal of the City Council to eliminate prejudice and discrimination in the Glendale community, and to promote equal opportunity, tolerance, mutual respect, understanding, awareness and unity among all citizens who live, work and spend time in our City.

Proposed Language

Sec. 2-312. - Members.

(a) The Commission shall be composed of fourteen members, who shall be residents of the City of Glendale and shall be selected and appointed by the city council. The term of appointment shall be for a period of two years; however, the term of five original members shall be for a three-year term as determined by the city council. The chairperson and vice-chairperson shall be nominated by the government services committee for final approval by the city council. The term of appointment for the chair and vice-chair shall be for a period of one year.

(b) All vacancies shall be filled by the city council for the remainder of the term of the member causing the vacancy.

(c) The members of the commission shall, if possible, be ~~disabled~~ persons; of diverse backgrounds, including representatives of agencies and employers dedicated to serving the needs of the ~~disabled~~ diverse citizens of Glendale, or individuals demonstrating special interest, knowledge and dedication to ~~disability~~ diversity issues.

Proposed Language

Sec. 2-313. - Powers and duties.

(a) The commission shall advise the mayor and council regarding issues, regulations or policies affecting the ~~disabled community.~~ diverse members of the Glendale community including, but not limited to, those related to race, color, religion, sex, national origin, age, marital status, sexual orientation, gender identity or expression, genetic characteristics, medical condition, familial or parental status, U.S. military veteran status, mental development, behavior, illness, disorder or disability, physical appearance, limitation or disability, education level, socio-economic condition or any other individual or distinct characteristic.

City- Approved Language Comparison

UNITY PLEDGE

We celebrate our employees regardless of age, color, disability, **ethnicity**, family or marital status, gender identity or expression, language, national origin, physical and mental ability, **political affiliation**, race, religion, sexual orientation, veteran status, and **other characteristics that make our employees unique.**

CITY CONTRACTS

Contractor must not discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, national origin, age, marital status, sexual orientation, gender identity or expression, genetic characteristics, familial status, U.S. military veteran status or any disability.

DIVERSITY COMMISSION

Diversity characteristics include race, color, religion, sex, national origin, age, marital status, sexual orientation, gender identity or expression, genetic characteristics, **medical condition**, familial or **parental** status, U.S. military veteran status, **mental development, behavior, illness, disorder** or disability, physical **appearance, limitation** or disability, **education level, socio-economic condition** or **any other individual or distinct characteristic.**

Proposed Language

Sec. 2-313. - Powers and duties. (continued)

(b) The commission may establish such rules, regulations or bylaws as it deems necessary for its government and the faithful performance of its duties.

(c) The commission may hold hearings and ~~take testimony from individuals~~ public meetings regarding matters within the jurisdiction of the commission.

(d) The commission shall promote recognition of the needs and contributions of ~~disabled~~ diverse persons by supporting and sponsoring education about ~~disabled~~ persons of diverse backgrounds for the general public.

Proposed Language

Sec. 2-313. - Powers and duties. (continued)

(e) The commission shall provide assistance to city staff, as requested, on diversity issues ~~involving disabled persons~~.

(f) The commission may establish such sub-committees as it deems necessary to assist the commission in fulfilling its powers and duties. The members of the sub-committees ~~need not~~ shall be commission members and shall be appointed by the commission. Each sub-committee shall be chaired by a member of the commission who shall be appointed by the chairperson of the commission. The sub-committee shall have no authority to act independent of the commission.

Proposed Language

Sec. 2-314. - Recommendations to council.

All recommendations forwarded by the commission to the city council and other actions of the commission must receive an affirmative vote of not less than a majority of the members present at the meeting at which an item is voted upon by the commission.

Sec. 2-315. - Reserved.

Questions/Discussion?