

# DIVERSITY NEWS

PROMOTING EQUITY AND INCLUSION HERE AND AROUND THE WORLD

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## THE LAUNCH OF THE DIVERSITY PROJECT

The City Diversity Team was formed in early September 2006 with a group of diverse employees representing various departments and positions throughout the City. The Team brought forth numerous suggestions on how we, as a City, should focus our efforts to ensure a workforce that represents the community we serve and provides for a workplace that is free of discrimination and intolerance for our employees.

I encourage all City employees to participate and embrace

this effort as we begin to roll out the components of the various training and educational materials over the next few months. It is the diversity that each of you brings to the workplace each and every day that provides the foundation for the success of this program.

A special thanks to each of the members of the City Diversity Team for all of their insightful suggestions and time spent on this project over the last several months. We started with a goal in mind, but without a "road map" of how we would get

there. This newsletter is one of the landmarks on this map that we hope will be of value to you, the employees of the City of Tucson, as we embark on this journey.



*Liana Perez is the Director of the Office of Equal Opportunity Programs and Independent Police Review*

## EMBRACING TUCSON VALUES

City government exists to serve the people of the Tucson community by enhancing the quality of life as reflected by the diversity of its cultural heritage, community resources, and environment.

We pledge to :

- Respect and protect the democratic process.

- Promote community participation through active citizen involvement.
- Protect the community's health, safety, and welfare.
- Provide fair and efficient management of community resources
- Promote the development

of the community's economic resources.

- Conserve and improve the environments of the community.
- Attract, develop and retain a highly qualified work force.
- Pursue excellence in all of our actions.

## SPECIAL POINTS OF INTEREST:

- THE DIVERSITY PROJECT
- WORKING TOGETHER - DON'T ASSUME THE WORST
- GETTING TO KNOW YOUR COMMUNITY RESOURCES
- WHAT'S COOKING?



*"We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams. " - former President James "Jimmy" Carter*

**THE DIVERSITY TEAM**

The Diversity Team is comprised of a cross-section of City employees who are dedicated to making a difference in the workplace and in the community. Current members of the team are:

- Al Robles - Pks & Rec**
- Ana Kelley - Budget**
- Andy Brown - TCC**
- Angie Quiroz - IT**
- Armida Saufley - HR**
- Byrd Thomas - Gen. Services**

- Carol Doughtie - Comm. Services**
- Carrie Fairchild - City Clerk**
- Connie Sanzo - Procurement**
- David Taylor - PAG**
- Decio Hopffer - TPD**
- Ernie Encinas - Streets & Traffic**
- Gene Eifrank - Channel 12**
- Jen Howell - TPD**
- Jesus Felix - Gen. Services**
- Laura Brynwood - Prosecutor's Office**
- Linda Carrillo - TDOT Admn.**

- Mary Armstrong - TFD Admin**
  - Norma Curley - City Court**
  - Randy Ogden - TFD**
  - Russlyn Wells - Dev. Services.**
  - Selma Sandate - IT**
  - Silvia Navarro - Finance**
  - Todd Bullington - DNR**
  - Vicki Reza - TPD**
  - Wayne Barnette - Pks & Rec**
- Facilitators**
- Liana Perez - Dir. OEOP/IPR**
  - Leondra Price - OEOP/IPR**



Diversity is phat, hip, and groovy.

**PROGRAM PRIORITIES**

**9 Priorities**

To increase awareness among City employees and the community and to deepen the commitment to learning, sharing, and inclusion.

To create an internalized and sustainable diversity model by establishing curriculum and programming, working with and/or through:

1. New Employee Orientation
2. Re-Orientation of Current Employees
3. Employee University – Curriculum
4. Lunch Time Employee Open Forums (in conjunction with Commissions and community organizations)
5. Speakers - COT Employees;
6. Local and National Celebrities
6. Train-the-Trainer (City Employees and Outside Facilitators)
7. History – Tucson History; culture; gender, etc.
8. Supervisors and Management must be included (how to handle issues)
9. Evaluation of Program (Tools/Survey)

**WORKING TOGETHER**

**BY LEONDRA PRICE**

Your work environment can be an exciting, challenging, and culturally enriching experience. Coming together to learn, to share, and to include all members of the organization can have an impact on job satisfaction and positive relationships with co-workers.

A diverse work environment can include (and of course is not limited to) different ages,

languages, cultural traditions, levels of physical abilities, ethnic backgrounds, communication styles, religious traditions, and life experiences.

These differences can seem strange and confusing.

Don't assume the worst. If a co-worker acts in a way that appears to be an affront toward you or is acting in a way you don't immediately understand, it doesn't mean

that he or she is being inappropriate or disrespectful. Try to gain a better understanding of what happened and why.

A genuine and respectful interest in learning about others, understanding others, and open and honest communication can be key elements that help establish good, solid, productive working relationships.

*"I believe that the most powerful thing we can do to create a peaceful and civil society is to appreciate the richness and gifts of diversity..."*  
 - Laura Markowitz -



There is nothing scary about diversity.

**CONNECTING TO THE COMMUNITY**

BY ANA KELLEY

Mayor and Council have a variety of appointed Boards, Committees, and Commissions. Four of these commissions in particular, the Pima County/Tucson Women's Commission, the Gay, Lesbian, Bi-Sexual, Transgender (GLBT) Commission, the Commission on Disability Issues (CODI), and the Human Relations Commission, have the role of community advocate for issues that directly relate to the emerging diversity initiative.

Members of the Diversity Team met with representatives of the commissions to present the work that had been started by the team and to receive feedback from the commissions.

During the meeting it became clear that the commissions have much to offer in terms of programming, training, speakers, and events, and are eager to work in partnership with the City and the Diversity Team.

Self-Advocacy for Women @ Work, Unlearning Prejudice, It's Time to Talk GLBT, Perspectives of Disability, and Community Conversations are just a few of the programs offered. The commissions also present a number of civic events throughout the year that will be posted on an upcoming community calendar.

*Ana Kelley is a member of the Diversity Team and Deputy Director of Budget & Research.*

**I AM TUCSON**

BY GENE EINFRAK

Have you ever noticed how your feelings change when you finally get to know someone you see everyday but, until that instant, never took the opportunity to stop and say hello?

Feelings are at the heart of 'I Am Tucson', an on-air television campaign Tucson 12 is producing in conjunction with the City's Diversity Team. This year, over the course of twelve Public Service Announcements (PSAs), viewers

will meet 12 City workers from different backgrounds. Through the process of learning something about each employee the viewer discovers that the City respects diversity and that, as a group, City employees mirror Tucson's diverse population.

In addition to the PSAs, a short story about each one of our 12 employees will air on every other edition of City News throughout the coming year.

Watch CITY NEWS on Cox Channel 12 and Comcast Channel 75. For a program schedule or to see the show online anytime, visit <http://www.tucson12.tv/programs/news.html>

Your story ideas for CITY NEWS are always welcome.

*Gene Einfrank, is a member of the Diversity Team and the Producer of Tucson 12 - The City Channel.*

**Diversity**



**LOOK FOR FUTURE EDITIONS OF DIVERSITY NEWS ON-LINE AT**

[www.tucsonaz.gov/eoo](http://www.tucsonaz.gov/eoo)

**Don't have Internet access? Call (520) 791-4593 for your copy.**

**CITY OF TUCSON**

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**Questions? Need more info?**

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**HONOR, CELEBRATE, SHARE OUR DIVERSITY**



If you have copyright-free images you would like to share on the City of Tucson's Image Bank and with other City departments, employees, or other interested parties please e-mail them to [www.diversity@tucsonaz.gov](mailto:www.diversity@tucsonaz.gov) or to [www.kim.beth@tucsonaz.gov](mailto:www.kim.beth@tucsonaz.gov)

We are looking for articles and short stories written by City employees and/or community partners that may be considered for future publications. Share with us a short story/bio about someone you think we should know. We welcome trivia questions and answers, stats and factoids, points of interest, and/or event information as well. Try to keep articles at 75 - 150 words and stories should not exceed 250 words. Send articles and stories to [www.diversity@tucsonaz.gov](mailto:www.diversity@tucsonaz.gov)



**Margot Grossmann of OEOP/IPR talks about diversity.**

**GUEST COLUMNIST**  
SILVANA CARRILLO

**What is diversity?  
Do you know?**

Diversity is our similarities and differences.

Some diversity issues have to deal with personal biases and stereotyping. The person that is doing it may not be aware of the pain they may be causing.

To start with it's mean and cruel, but it's also offending. Just because you are of a different race, color, gender or other characteristic, it

doesn't mean you are any different. Like everyone else we are human beings, which means we are equal.

Racial comments are rude. They're, in a way, making fun of the very essence of who someone is and what makes that person who they are.

I was shown a video about diversity with teens that talked to us about the issues. It tells how real people who have been stereotyped felt about it and of course they didn't feel good at all. Every

time you do that, put down someone, it can cause serious problems. It can make people withdraw and cause anger and hurt.

**We cannot escape it.**  
Diversity is ANYWHERE AND EVERYWHERE.

Honor diversity.  
Respect diversity.  
It is what makes us great.

*Silvana Carrillo is a local high school student and Intern with the City of Tucson.*



Diversity is everywhere.

**HOMETOWN STATS**

2000 Census	Total Population	Percent Total of	Non-Hispanic	Percent Total of	Hispanic or Latino	Percent Total of
<b>Pima County</b>						
<b>Total</b>	843,746		596,168	70.66%	247,578	29.34%
<b>White, alone</b>	633,387	75.07%	518,720	61.48%	114,667	13.59%
<b>Black/African American, alone</b>	25,594	3.03%	24,047	2.85%	1,547	0.18%
<b>American Indian, alone</b>	27,178	3.22%	21,821	2.59%	5,357	0.63%
<b>Asian, alone</b>	17,213	2.04%	16,595	1.97%	618	0.07%
<b>Native Hawaiian or Other Pacific Islander, alone</b>	1,088	0.13%	891	0.11%	197	0.02%
<b>Some other races, alone</b>	112,217	13.30%	1,012	0.12%	111,205	13.18%
<b>Two or more races</b>	27,059	3.21%	13,062	1.55%	13,987	1.66%
<b>CITY OF TUCSON</b>						
<b>Total</b>	486,699		312,831	64.28%	173,868	35.72%
<b>White, alone</b>	341,424	70.15%	263,748	54.19%	77,676	15.96%
<b>Black/African American, alone</b>	21,057	4.33%	19,795	4.07%	1,252	0.26%
<b>American Indian, alone</b>	11,038	2.27%	7,732	1.59%	3,306	0.68%
<b>Asian, alone</b>	11,959	2.46%	11,537	2.37%	422	0.09%
<b>Native Hawaiian or Other Pacific Islander, alone</b>	795	0.15%	642	0.13%	154	0.03%
<b>Some other races, alone</b>	81,988	16.85%	734	0.15%	81,254	16.69%
<b>Two or more races</b>	18,437	3.79%	8,643	1.78%	9,794	2.01%
<b>Words in Red = New Categories</b>	<b>Indicates Tucson's Statistics</b>					

**COMMUNITY RESOURCES**

- City of Tucson Human Relations Commission (HRC)
- Commission on Disability Issues (CODI)
- Tucson Commission on Gay, Lesbian, Bi-sexual and Transgender Issues
- **For more information** about the Commissions call (520) 791-4213 or visit the City Clerk's web site: [www.tucsonaz.gov/clerks/boards](http://www.tucsonaz.gov/clerks/boards)
- Pima County / Tucson Women's Commission [www.pimatucsonwomen.org/base.html](http://www.pimatucsonwomen.org/base.html)
- Program Helping Arizonans Secure Employment (PHASE) (520) 621-3902

**SOMEONE YOU SHOULD KNOW**

I'm an Ashkenazi Jew, the grandchild of Eastern European immigrants. I started elementary school the year after Dr. King was assassinated. Our New York suburb had long been desegregated, and more than half of my classmates and several teachers were African American. But like many liberal-minded, middle-class people of the time, our family socialized mainly with other middle-class Jews.

I didn't have true connections with people of color until college, when I began to learn about the way systemized discrimination against people of color has shaped our nation (and much of the world.) Joining an anti-



Laura Markowitz- Author/Advocate

apartheid group on campus, I discovered that working in coalition with people of color was the best way to break down barriers, build trust and create true friendships.

I came out as a lesbian in the 1980s, and later became a journalist covering the field of family therapy. I became curious about

how social context affects families (homophobia, racism, ethnicity and poverty). For a decade, I published a magazine for mental health professionals that explored the intersections of race, class, ethnicity and gender with sexual orientation.

Since moving to Tucson in 2002, I have served on the City of Tucson's Human Relations Commission and the Commission on GLBT Issues.

I believe that the most powerful thing we can do to create a peaceful and civil society is to appreciate the richness and gifts of diversity, deepen our awareness and expand our compassion and sensitivity for those whose lives are different from our own.

**Gregory Nava became the first Hispanic screenwriter to have a film nominated for an Academy Award.**

**What film was it?**



Answer is on this page

**WHAT'S COOKING?**

**We love great food!**

Diversity Team member Byrd Thomas shares one of his favorite recipes.



**Chicken Enchilada Casserole**

- 8 oz. sour cream
- 1 can cream of chicken soup
- 2 c. chicken broth
- 1 c. green chilies, chopped (about 3 small cans)

- 12 flour tortilla shells, torn into pieces
- 3 lbs. chicken, cooked, boned, and shredded
- 1 c. Monterey Jack cheese, shredded
- 1 c. cheddar cheese, shredded
- Combine sour cream, soup, broth, and green chilies. Heat and stir until smooth. Spray bottom of 9x13 inch pan with

cooking spray. Pour small amount of soup mixture in bottom of pan. Line bottom of pan with tortilla shells. Layer chicken, cheese, soup mixture until all is used. The top layer is shells, cheese, and remaining broth. Bake at 350 degrees for 45 minutes. Let stand 5-10 minutes before serving.

**Mary I. Rigglin is an inventor. Can you name one of her inventions shown on this page?**

Answer is on this page



**TRIVIA ANSWERS:**

Gregory Nava's film is El Norte.  
Mary L. Rigglin invented the railroad crossing gate.

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Coming together to Learn,  
to share, to include.

D I V E R S I T Y   I S   O U R   G R E A T E S T   A S S E T ! !



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