



## DIVERSITY NEWS

PROMOTING EQUITY AND INCLUSION HERE AND AROUND THE WORLD

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### A WORD ABOUT DIVERSITY BY LEONDRA PRICE

The City of Tucson and the Diversity Team remain absolutely committed to building an inclusive community free of bias, hatred, disrespect, and exclusion.

The support for the commitment comes from active individuals as well as groups, organizations, Commissions, politicians, and community-wide initiatives that bring us closer to the dream.

There are few who would openly admit to having overt biases or aversions toward others on the basis of race, color, gender, sexual

orientation, or other personal characteristics. We would venture to guess that most people do not intentionally harbor that kind of animus.

Sometimes, when we take an introspective look at ourselves we are challenged to explore the subtleties of what behaviors and words offend us, how we respond to differences, what it feels like to be “the only...”, and what it must be like for those who are perceived as “different”.

That introspective journey may make us feel

that perhaps we waited too long to speak up, or that we weren’t vocal enough, politically active enough, we didn’t sit-in or march enough, or participate enough in the processes that are afforded us in this country.

Every day, including today, we have a valuable opportunity to change and to gain a greater understanding of both the difficulties and the rewards of diversity. We must acknowledge it and embrace it even when it is uncomfortable.

### SOMETHING TO THINK ABOUT

“Human diversity makes tolerance more than a virtue; it makes it a requirement for survival.”

Celebrations of  
Life 1981

“What is tolerance? It is the consequence of humanity, we are all formed of frailty and error; let us pardon reciprocally each other’s folly...that is the first law of nature. “

Voltaire

“As we are liberated from our own fear, our presence automatically liberates others.”

Nelson Mandela

“We all live with the objective of being happy; our lives are all different and yet the same.”

- Anne Frank - (The Anne Frank diaries were originally published in 1947.)



**EDITH BALL ADAPTIVE RECREATION CENTER**



The Edith Ball Adaptive Recreation Center (ARC), located at 3455 E. Zoo Court in Reid Park, opened in 2003. This facility includes a recreational pool and an indoor therapy pool and has won several awards including the Governor's Award for Energy Efficiency in 2004 and the Arizona Parks and Recreation Association Best New Facility in 2005.

The recreational pool includes

a specially designed walking channel with a water current, two types of lifts for total accessibility, zero depth entry, four lap lanes and play features. It is heated to approximately 84 degrees year round and is covered by a UV protective tent structure.

The indoor therapy pool features handrails along the inside perimeter, two types of lifts for total accessibility, benches with water jets, and water temperatures of approximately 92 degrees.

There are a variety of classes available for adults and children. Children's classes include

adaptive swim lessons, American Red Cross swim lessons, parent and child lessons and water games. Adult classes include Aquatic Fitness – Arthritis, Lives in Balance (for stroke survivors and others with neurological impairments), a variety of aquatic fitness classes (including Water Dancing and Aqua-Stepping), Swimming for the Terrified, Adult Swim Lessons, Aqualates (water exercise designed around pilates), Yoquatics (water yoga) and Lap Swimming.

For more information or to register for available classes go to [www.ezeereg.com](http://www.ezeereg.com) or call 573-3933.

**POSTAGE PAID POSTCARDS AVAILABLE TO IDENTIFY ACCESSIBILITY ISSUES**

In an effort to create an ongoing awareness and better serve the Tucson community, the City of Tucson, through the Office of Equal Opportunity Programs and Independent Police Review, is asking for help from the public in identifying barriers to accessibility for persons with disabilities.

Postage-paid postcards are now available so that people can contact the City of Tucson to report accessibility issues such as:

**Inside City Facilities**  
restrooms, doors, counters, paths of travel, elevators, and drinking fountains

**Outside City Facilities**  
ramps, slopes, curb cuts, sidewalks, parking, paths of travel, and handrails

**City Programs/Services/Activities**  
service animals, classes, meetings, voting, payments, and KIDCO.

NO POSTAGE NECESSARY IF MAILED IN THE UNITED STATES

Business Reply Mail  
FIRST CLASS PERMIT NO. 488 TUCSON, ARIZONA  
POSTAGE WILL BE PAID BY ADDRESSEE

City of Tucson  
Office of Equal Opportunity Programs  
and Independent Police Review  
ADA Section  
P.O. Box 27210  
Tucson, AZ 85775-2601

City of Tucson  
ADA Accessibility Complaint Card

Please help the City identify barriers to accessibility in its facilities and/or program services/activities for persons with disabilities such as:

- **Inside Facility**  
restrooms, doors, counters, paths of travel, elevators, and drinking fountains;
- **Outside Facility**  
ramps, slopes, curb cuts, sidewalks, parking, paths of travel, and handrails;
- **Programs/Services/Activities**  
service animals, classes, meetings, voting, payments and KIDCO

Name of COT Facility and/or Program/Services/Activities: \_\_\_\_\_

Specific Location of Inaccessible Area (Facilities Only): \_\_\_\_\_

Description of Problem: \_\_\_\_\_

Your Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Date: \_\_\_\_\_

The postage-paid postcards are available at City Hall, City Council Offices, all City departments, the Office of Equal Opportunity Programs, and by phone at (520) 791-4593 or (520) 791-2639 (TDD).

## SOMEONE YOU SHOULD KNOW

BY CARRIE FAIRCHILD -

Once you have met Liddie MacNeil, you cannot possibly forget her. As an Aquatics Specialist with Parks and Recreation, she doesn't sit still for more than a few minutes at a time. She abounds with positive energy that makes everyone feel welcome.

Liddie had planned on becoming a special education teacher, however, a 1999 summer job as a Senior Recreation Worker with Parks and Recreation made her future clear.

Liddie had learned that she loved to teach what people want to learn, like swimming, rather than arithmetic. When a permanent Therapeutic Recreation Assistant position opened, she applied.



Liddie MacNeil –  
Aquatics Specialist

Liddie now works at the Edith Ball Adaptive Recreation Center, has a Bachelor's Degree in Special Education and Rehabilitation, and is the only Master Teacher of Adaptive Aquatics in Arizona.

Adaptive Aquatics are programs designed for individuals with disabilities who require modifications of instructional strategies, facilities and equipment, mobility from one area to another, and communication and movements to perform

water related activities.

In her current position, Liddie designs and develops aquatic classes for special needs or differently -abled groups and individuals.

Liddie demonstrates a special sensitivity that enables her to relate to and understand the individual needs of diverse groups of people.

She believes that "the key to working with all kinds of people is to be sincere, respectful, open and honest."

When developing appropriate and specific classes for the groups and individuals that she serves, Liddie carefully researches their needs, and makes sure that she maintains direct dialogues to ensure that she is meeting their needs, preferences, and goals.

## 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

Diversity Team

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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 [diversity@tucsonaz.gov](mailto:diversity@tucsonaz.gov)

**JUNE - GAY AND LESBIAN PRIDE MONTH**  
 BY CARRIE FAIRCHILD



In June 1969, a group of lesbian, gay, bisexual, and transgender people rioted following a police raid on the Stonewall Inn, a gay bar in New York City. The Stonewall riots began on June 28, 1969, and lasted several days. In those days, the police regularly raided gay bars and people could be arrested merely for dressing in the clothing of the opposite gender or for indecency, if they were kissing or holding hands. Also called the Stonewall Rebellion or Stonewall, the clash was a watershed for the gay rights movement, as gay and

transgendered people had never before acted together to forcibly resist police. The Stonewall riots are considered to be the beginning of the modern gay movement.

Brenda Howard, known as the "Mother of Pride," an early leader of the Gay Liberation Front and Gay Activists Alliance in the early post-Stonewall era, coordinated the first month anniversary rally and then the "Christopher Street Gay Liberation Day March" on June 28, 1970, to commemorate the first year anniversary of the Stonewall Rebellion. First year

anniversary marches organized by other groups were also held in San Francisco and Los Angeles in 1970. Howard also originated the idea for a week-long series of events around what is now known as Pride Day.

Marches celebrating Pride (pride parades) are celebrated worldwide. Symbols of gay pride include the rainbow flag, the Greek lambda symbol, and also the purple and black triangles.

**FANNIE MAE AND FREDDIE MAC WORK-FORCE DIVERSITY**

Fannie Mae and Freddie Mac Work-Force Diversity Congressman Gregory Meeks of New York has offered an amendment to have the new government regulator of Fannie Mae and Freddie Mac aggressively seek diversity in their employment.

Fannie Mae is a shareholder - owned company that works to

make sure mortgage money is available for people in communities all across America. The Fannie Mae web site states "We hold diversity and inclusion, among our workforce and those we work with, as one of our highest values."

Freddie Mac is a stockholder - owned corporation chartered by Congress to keep money flowing

to mortgage lenders in support of homeownership and rental housing.

The amendment would call on the Federal Housing Finance Agency to review their work-force demographics and take affirmative steps toward achieving the goal of making their work forces look like America.

**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
- Pima Council on Aging [www.pcoa.org](http://www.pcoa.org)

## THE BOOKSHELF

**Ten Interesting Titles for Further Reading**

The following books are available through the Pima County Public Library System.

The Community Of The Future Frances Hesselbein, ... [et al.], editors. Publisher San Francisco : Jossey-Bass, c1998.

Diversity : Leaders Not Labels Stedman Graham. Publisher New York : Free Press, c2006.

Into The Unknown : Leadership Lessons From Lewis & Clark's Daring Westward Adventure Jack Uldrich Publisher New York : AMACOM, c2004

The Magical Melting Pot : America's Leading Chefs Share Childhood Memories And Favorite Foods Michelle Greenwald ; chef illustrations, Alvina Kwong ; map illustrations, Linda Jo Russell Publisher California : Cherry Press, 2003

A Manager's Guide To Sexual Orientation In The Workplace Bob Powers and Alan Ellis Publisher New York : Routledge, 1995

Religion And American Cultures : An Encyclopedia Of Traditions, Diversity, And Popular Expressions Gary Laderman & Luis León, editors ; foreword by Amanda Porterfield Publisher Santa Barbara, Calif. : ABC-CLIO, c2003

Staff Planning In A Time Of Demographic Change edited by Vicki Whitmell Publisher Lanham, Md. : Scarecrow Press, 2005

Turning to one another : simple conversations to restore hope to the future / Margaret J. Wheatley. Publisher San Francisco, CA : Berrett-Koehler Publishers, c2002.

Voices Of Diversity : Real People Talk About Problems And Solutions In A Workplace Where Everyone Is Not Alike Renee Blank, Sandra Slipp. Publisher New York : Amacom, c1994.

Why Some Like It Hot : Food, Genes, And Cultural Diversity Gary Paul Nabhan. Publisher Washington, DC : Island Press/Shearwater Books, c2004.

**What African-American inventor, mathematician, and astronomer drew from memory the**



**boundaries of the Federal Territory which is now Washington D. C. ?**

Answer is on this page



The Emerald Isle - Ireland

The correct response to the Irish greeting, "Top of the morning to you," is "and the rest of the day to yourself."

**ANSWER**

**Benjamin Banneker.** In 1791 at the age of 60, Benjamin Banneker had been helping survey the boundaries of the Federal Territory in what is now called Washington DC. When the architect in charge of the project, Pierre L'Enfant, was fired because of his unpredictable and out of control temper, he took the plans with him. Banneker was able to re-draw the basic plans from memory and through precise mathematical and geometric calculations created a modern city that is easy to travel even today.

*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 ! !

<p>January</p>  <p>Chinese New Year</p>	<p>February</p>  <p>Black History Month</p>	<p>March</p>  <p>Women's History Month</p>	<p>April</p>  <p>Community Teaming</p>
<p>May</p>  <p>Asian Pacific American Heritage Month</p>	<p>June</p>  <p>Pride Month</p>	<p>July</p>  <p>Independence Day</p>	<p>August</p>  <p>Multicultural Awareness Month</p>
<p>September</p>  <p>Hispanic Heritage Month</p>	<p>October</p>  <p>Disability Employment Awareness Month</p>	<p>November</p>  <p>American Indian Heritage Month and Veterans Day</p>	<p>December</p>  <p>Year's End Celebration</p>

Designed by Silvana Carrillo - High School Student and Intern in the Office of Equal Opportunity Programs  
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