

City of Chandler Diversity, Equity, and Inclusion

October 24, 2022



Diversity, Equity & Inclusion





Agenda

- **Overview of DEI Assessment**
 - Timeline of Events
 - External & Internal Target Goals
 - Progress & Next Steps
- **Non-Discrimination Ordinance**
 - Key Elements
 - Exemptions
 - Violations
 - Complaint Process
 - Penalty Process
- **Discussion**

DEI Assessment Overview



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Timeline of Events

- Mayor proclamation, diversity survey with Human Relations Commission & presentation of results to Council
July - December 2020
- Strategic Framework - commitment to diversity, equity and inclusivity through an update to Chandler's Brand Statement
May 2021
- City Council approves contract with CPS HR for DEI Assessment
October 2021
- City-wide DEI Assessment (focus groups, survey and evaluations)
December 2021 - June 2022
- CPS HR Assessment Final Report to HRC and City Council
September 2022



Roadmap To Reaching Goals

Phase I:

Establish Targeted
DEI Goals

Phase II:

Reassess and
Prioritize

Phase III:

Consider New or
Additional Goals

Phase I TARGET GOALS

EXTERNAL

- **Outreach to all groups** – beyond social media; use flyers, in person opportunities.
- **Communicate transparently**, maintain group connections to continue progression.
- **Educate proactively**, understanding of differences before it becomes problematic.
- **Develop actionable/visible response** to identified needs – take feedback seriously.
- **Partner with non-profits and community agencies** to connect resources, assist in enhancing their services.
- Provide **official City stance** and status of discussion **for Non-Discrimination Ordinance**.

INTERNAL

- Create and communicate a **sustainable vision** for City's DEI Program.
- Find opportunities to **improve recruitment and hiring** of diverse candidates.
- Enhance **DEI training, leadership development, and cultural awareness**.
- Streamline **information sharing** for DEI initiatives and expand awareness.
- Promote **DEI discussions in the workplace**.

Progress & Next Steps

External:

- Work with Human Relations Commission to develop 2-5 actionable objectives for each targeted goal.
- Finalize objectives by Spring 2023 in conjunction with City Council.

Internal:

- Work with City Manager's Office, Human Resources, and employee stakeholders to develop 2-5 actionable objectives for each targeted goal.



Progress & Next Steps (cont.)

Current Internal Initiatives

- **Expanded Bilingual Program** to include 5 additional languages.
- Offer several **DEI** related **courses** city-wide facilitated by diverse external presenters including:
 - Required DEI Workshop for all new employees (recently updated)
 - The Human Library Experience (Co-hosted with DEI and HR Team)
 - Juneteenth guest speaker
 - DEI Workplace Certification through University of South Florida
 - Eleven on-line DEI courses from May-August through computer-based learning
- City-wide **mentoring program** with pairings focused on diversity in departments, job positions, generations, ethnicity, gender, personalities, learning styles, etc.
- Communicate all **position openings** through the DEI office to Community Cultural Partners and utilize external websites to post positions as appropriate.
- Facilitate **diverse interview panels** and provide recruitment training to panel members, currently expanding to include unconscious bias training.
- **External marketing campaign** to kick-off in October to showcase Chandler careers and community with outreach to markets not utilized in the past.

Progress & Next Steps (cont.)

Internal Objective Examples

- **Targeted Goal:** Create and communicate a sustainable vision for City's DEI Program.
 - **Objective 1:** Create strategic plan document and track progress.
 - **Objective 2:** Develop and promote DEI Division Vision Statement.
- **Targeted Goal:** Enhance DEI training, leadership development, and cultural awareness.
 - **Objective 1:** Expand opportunities for employees to join national diversity membership organizations and hold quarterly meetings and discussions.
 - **Objective 2:** Continue to offer, begin tracking, and expand employee DEI related trainings.



Progress & Next Steps (cont.)

DEI Strategic Plan Document

- Share with City Council finalized document by Spring 2023 (to include internal and external targeted goals and actionable objectives).
- Provide regular progress updates to City Council.



Non-discrimination Ordinance (NDO)



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Other Arizona Cities

ORDINANCE
Sedona
Flagstaff
Mesa
Phoenix
Scottsdale
Tempe
Tucson
Winslow
Glendale

Non-discrimination Ordinance

- Prohibits discrimination, harassment, and retaliation based on actual or perceived race, color, religion, sex, ethnicity, national origin, age, sexual orientation, gender identity, veteran status, disability, marital status, or familial status.
- Areas covered:
 - Equity by City contractors, vendors and consultants in city services, programs, activities, and contracting
 - Equity in employment and places of public accommodation
- Requires referral to another authority if they have jurisdiction (*i.e.*, EEOC, Attorney General's Office)

Exemptions

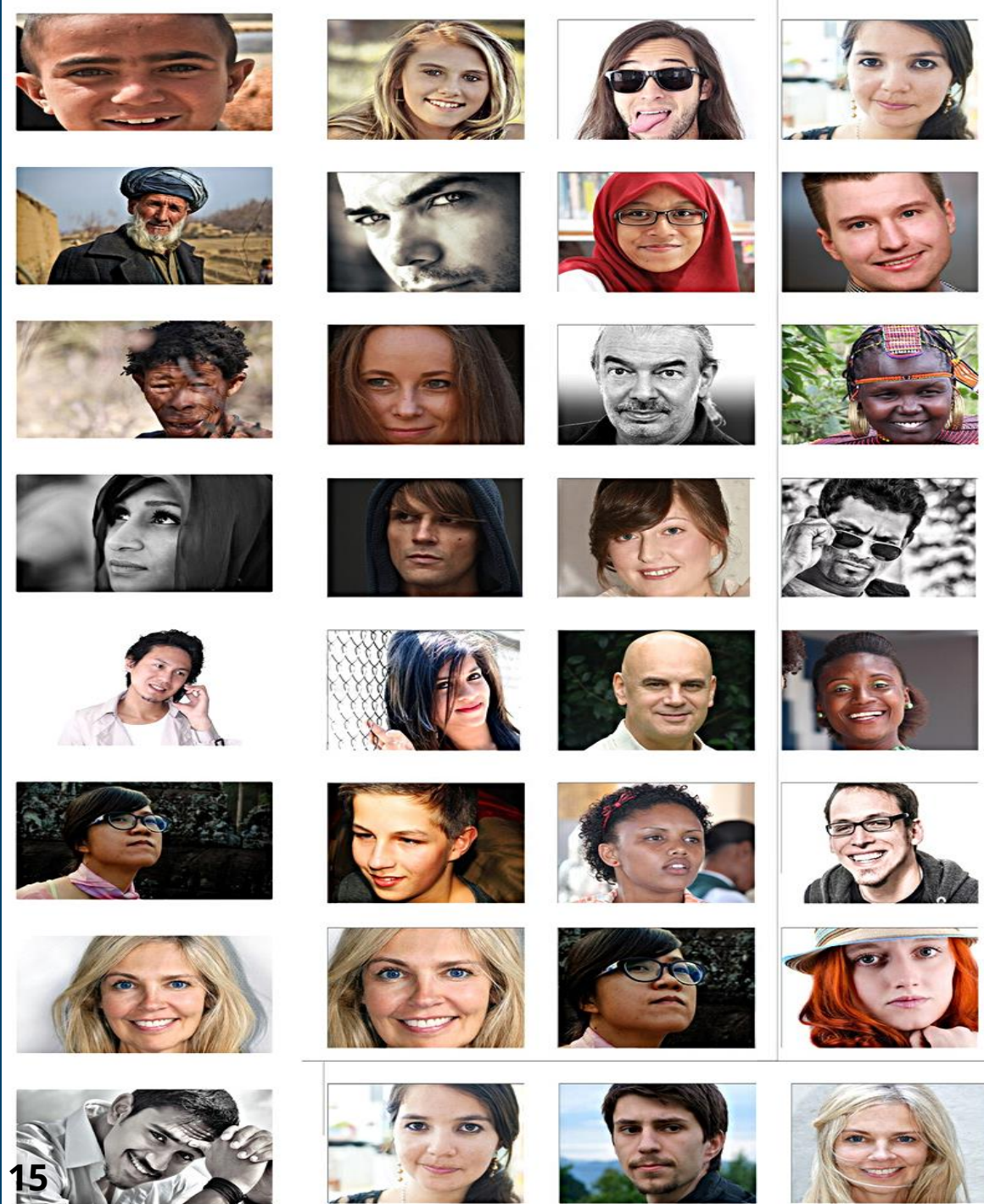
- Non-profit private clubs
- US Government, American Indian Tribes, State of Arizona which includes all departments, agencies, or political subdivisions
- Religious organizations and persons holding bona fide religious views
- City of Chandler—City has its own rules
- Small Businesses (5 or less employees)
- Places of public accommodation may afford beneficial pricing or policies to senior citizens, students, veterans, or individuals with disabilities
- Employers may apply different standards of compensation or different terms, conditions, or privileges of employment pursuant to a bona fide seniority system, merit system, or any other system which measures earnings by quantity or quality of production

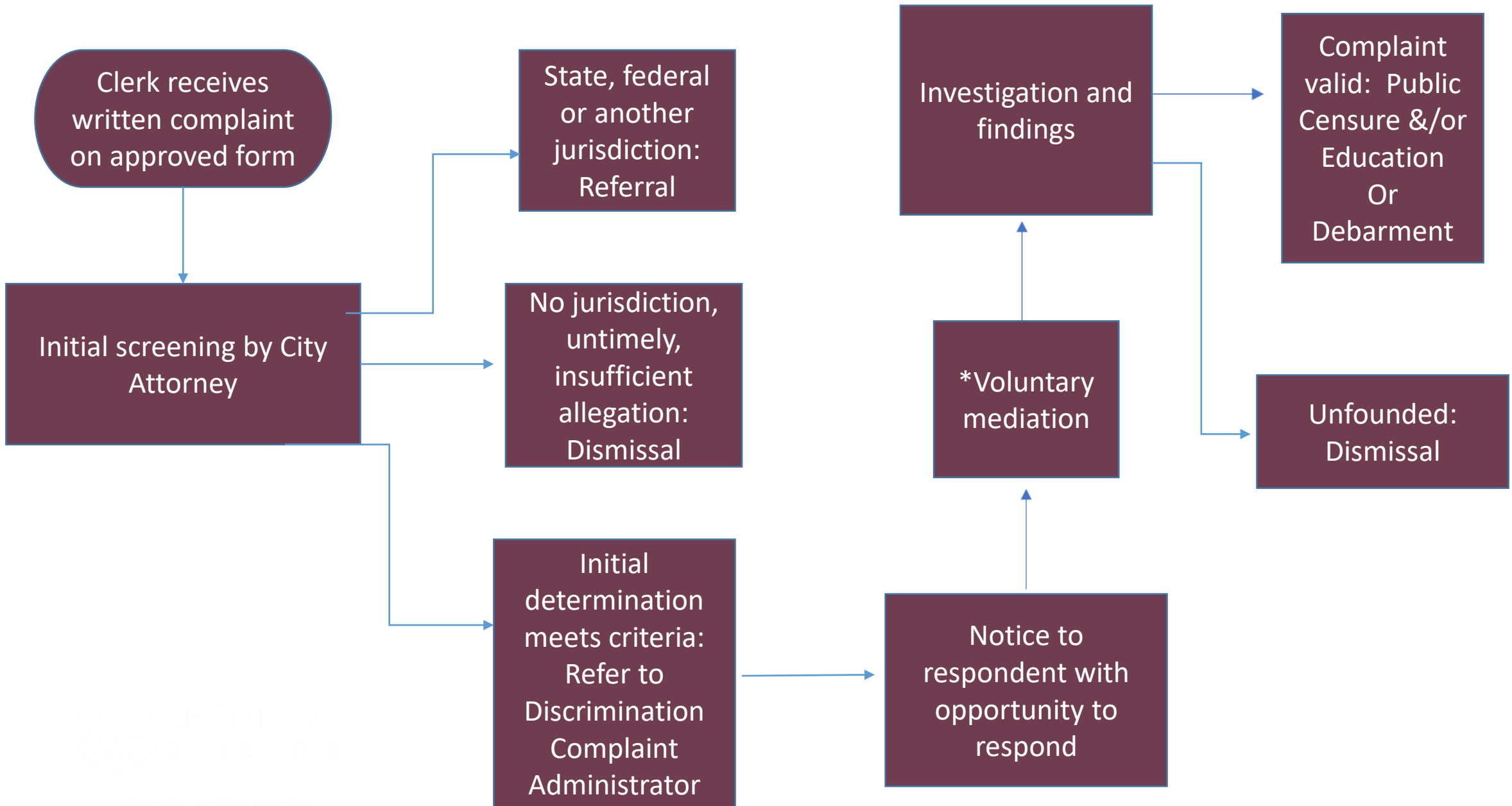


Violations

Complaint Process

- Initial screening, referral to another agency if appropriate
- Respondent notified of complaint and afforded opportunity to respond to allegations
- Investigation
- Voluntary mediation
- Finding of a violation or dismissal for unsubstantiated charge or insufficient evidence





***Can occur at any point in the process.**

Violations (Cont.)

Penalty Process

- Public censure, educational training, and/or suspension or debarment for City contracts under section 3-17 of the City Code
- Voluntary mediation can take place at any point in the process



Discussion



Discussion

- Exemptions
- Violations
- Process
- Penalties



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