

# Diversity

City of Glendale  
Human Resources

# Diversity

The City of Glendale is a diverse organization:

- Has a rich history in diversity
- Works well organizationally to ensure the value of diversity is recognized and embraced
- With increased organizational stability is focusing on new diversity initiatives

# Background

- 1996 – one of the first valley cities to establish an Employee Diversity Committee
- Engaged in events such as:
  - Diversity Dialogues for employees
  - Cesar Chavez Breakfast
  - Martin Luther King, Jr Luncheon
  - Diversity Leadership Alliance employee training
  - Celebration of organizational diversity through drawing attention to nationally recognized events such as Black History Month, Hispanic Heritage Month, etc...
  - Developed forum for employees with military service who have been deployed to discuss their experiences and their transitions back into the workplace with non-military employees

# Background

- Worked with City Management in the development of Diversity as a core competency for the City
- Worked with departments to identify performance goals that embrace diversity

# City Definition of Diversity

Respecting, seeking to understand, and valuing individual differences in the attainment of the mission and goals of the organization.

- Values the diverse talents, knowledge, abilities, and skills of co-workers
- Exhibits sensitivity toward the diverse needs of co-workers
- Creates an environment where differences are appreciated and where respect is demonstrated for different perspectives, backgrounds, and cultures
- Actively seeks input from different viewpoints

# Current State of Diversity

- Budget reductions in 2012 removed funding for the diversity program
  - Funding for special diversity events was eliminated
  - Layoffs and hiring freezes created high work loads on employees making planning events, soliciting event sponsorships, and attending events difficult
  - Employee diversity committee eventually became inactive
- Some ongoing diversity efforts that don't require additional funding include:
  - Employee performance goals that include diversity as a core competency
  - HR and employee groups developing new ways to recognize and celebrate diversity without impacting the budget

Questions?