

| Name of City | What do they do for diversity | How Frequent | Diversity Defined | Components |
|-----------------|--|---|---|--|
| Ann Arbor, MI | Targeted training for police and fire as needed in response to complaints. | As needed | | |
| Atlanta, GA | Currently developing a program. | | | |
| Austin, TX | Currently there is a class that is optional and taught infrequently. | Optional, once per year | Recognizing and valuing our differences and similarities | Importance of diversity in the workforce; personnel policy; what makes people different and the same; cultural influences; what does it feel like to be different; |
| Boulder, CO | Included as a part of Orientation with HR & Legal. | As needed. | Honoring and valuing our differences. | Unknown. |
| Madison, WI | Offered by department as needed. | 6-8 times/year, as needed | Protected classes and different life experiences. | Civil rights laws; cross cultural communication--the urbanization of Madison; interpersonal relationships within the workplace; conflict prevention, management and resolution. |
| Santa Cruz, CA | Cultural Awareness/Diversity--all regular employees. | Within one year of hire, repeated every 3-5 years. | Recognizing and respecting all of our the differences and similarities. | Taught by consultant. |
| Gainesville, FL | Diversity awareness/harassment...All new hires. | Monthly, new hires, repeated for all employees after three years. | Recognizing and respecting all of our the differences and similarities. | Discrimination and harassment, City Policies--liability, obligations and complaint procedures; Respecting diversity, the business case for diversity, dimensions of diversity, cultural differences, perceptions and stereotypes, interpersonal communication. |