

City's Diversity Training History

b February – June 1997

- All employees

b November 1999 – December 2000

- All employees

b January 2001 – Current

- All new employees

040162b

City's Diversity Training Goals

- b Positive impact on hiring & promotions**
- b Better internal & external communications**
- b More sensitivity to all of our differences**
- b Improved interpersonal relations**

City's Diversity Training Content

- b **1. Diversity Basics**
 - **Is it EO, AA, or Diversity**
 - **Primary & Secondary Dimensions**
 - **Changing Demographics**
- b **2. Sensitivity**
 - **Perceptions**
 - **Stereotypes**
 - **Prejudice**
- b **3. Skills**
 - **Behavior basics**
 - **Collusion**
 - **"Platinum Rule"**
 - **Giving feedback**
- b **4. Case Studies**
 - **Protected characteristics**
 - **Hiring & Promotions**
 - **Impact of personality**
 - **Work/life balance**

GPD Human Diversity Training Requirements

- b Professionalism & Ethics**
- b Interdependent Relationships**
- b Reducing Inter-group Conflict**
- b Sexual Harassment**
- b Specialized topics in Diversity**
- b Discriminatory Profiling & Professional Traffic Stops**

GPD Human Diversity Re-Certification Requirements

- b Interpersonal skills relating to human diversity**
 - Every 4 years**
 - Discriminatory Profiling and Professional Traffic Stops**
 - One or more of other Human Diversity Training Modules**

City's Diversity Plans

- b Optimize educational & practical opportunities to facilitate effective interpersonal engagement, feedback, and communication**
 - Managers & Supervisors - each year**
 - All Others - every 3 years**

Now What?

b Overcoming divisions

- Articulate interests respectfully**
- Acknowledge differences**
- Define common goals**

b Passionate voices

- Strongly held beliefs**
- Reluctance to get involved**

b Change perceptions