

Chandler Diversity Office

est. 2007



Agenda

- Diversity Office Team
- Definition of Diversity, Inclusion and Equity (DEI)
- Goals that Support DEI
- Summary of Progress
- Key Results of City/Human Relations Commission 2020 Survey
- Next Steps



Diversity Office Team

Community Resources & Diversity Supervisor (FTE)

- Development of all diversity and community resource programs
- Chandler Sister City's program
- Liaison to Chandler HRC
- Liaison to diversity organizations (40+)
- Partner on Regional diversity liaison team
 - (Mesa, Tempe, Scottsdale, Gilbert & Phoenix)
- Outreach and new Chandler organization partnerships
- Administrative
 - Budget, diversity mini-grants, diversity memberships, HRC special projects

Community Resources Coordinator (FTE)

- Coordination of all events produced through this office
- Assist community groups in coordination of their diversity programs/events
- Event, program, and division marketing
- For Our City – Chandler City staff liaison
- Outreach and new Chandler organization partnerships

Chandler Cares Specialist (Temp)

- Community outreach
- Resource assistance
- Nonprofit liaison

Event Staff (Temp)

- On call for events, as needed

What is Diversity, Inclusion & Equity (DEI)

Diversity

Diversity is often used in reference to race, ethnicity, and gender, however, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, and language(s) spoken.

Diversity is where everyone is invited to the party

Inclusion

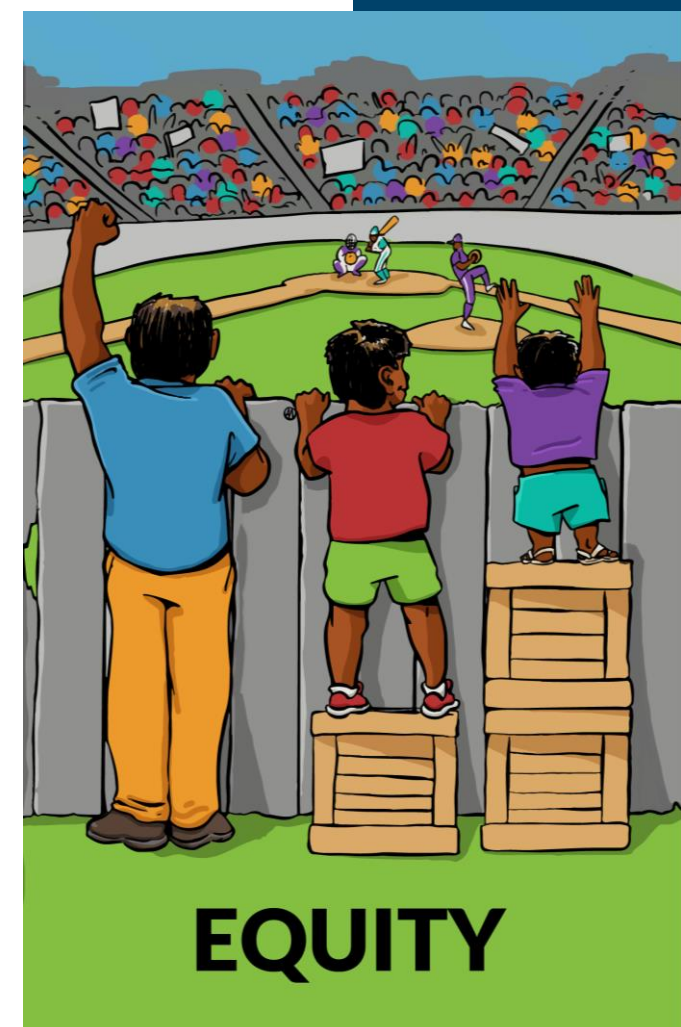
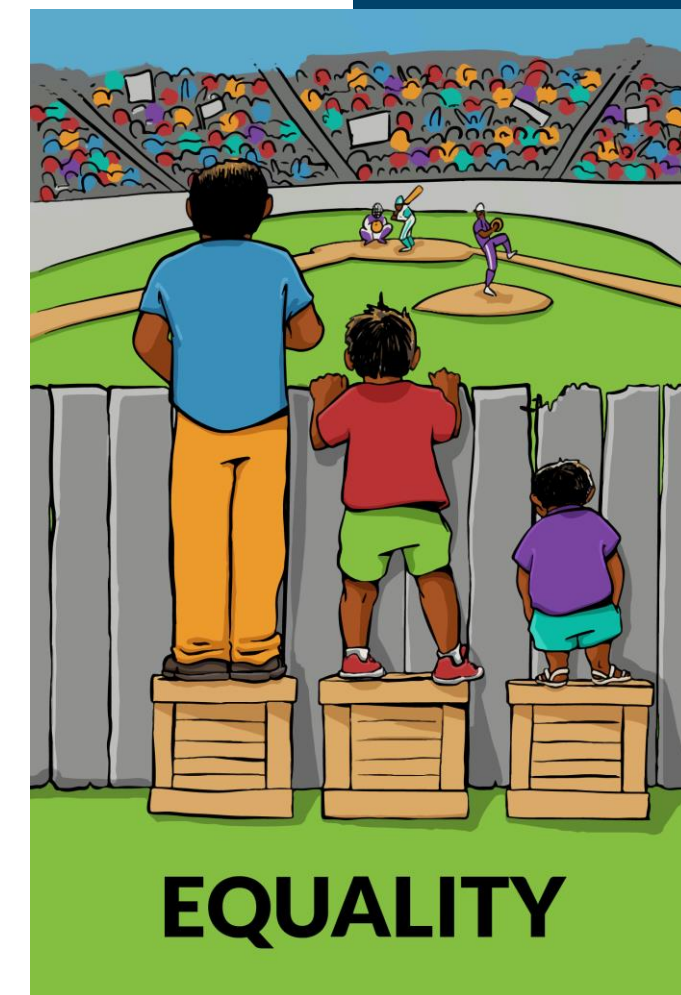
Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power and ensures equal access to opportunities and resources.

Inclusion means that everyone has the opportunity to dance

Equity

The guarantee of fair treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of some groups.

Equity means identifying and eliminating the barriers preventing everyone from attending the party



Goals that Support DEI

- **Promote City of Chandler Community Programs**
- **Serve as a Resource for Organizational Diversity Initiatives**
- **Monitor and Serve as a Resource for Businesses**
- **Participate in Regional Activities**
- **Act as a Connector for the Community on Diversity Programs**
- **Promote Diversity Concepts in Schools**
- **Coordinate or Assist with Annual Events**



City of Chandler Community Programs

Goal/

1

- Chandler Human Relations Commission
- Chandler Sister Cities
- Chandler Young Professionals
- People of Chandler



Women in Leadership: Amanda Wong



Organizational Programs

Goal/

2

- Diversity training for City employees
 - Human Library
 - Generations Training
 - New Employee Orientation
- Diversity memberships



Diversity Memberships

Local Government Hispanic Network

East Valley Jewish Community Center

One Community

Arizona Coalition to End Homelessness

Arizona South Asian Chamber of Commerce

Arizona Foundation for Women

Victoria Foundation

Sister Cities International

Great Plains ADA Center

East Valley Hispanic Chamber of Commerce

Monitor and Serve as Resource for Businesses

Goal/

3

- Work with Downtown businesses on issues related to Day Labor (Past)
- Work with businesses interested in participating/volunteering in diversity programs
- Work with Chamber Diversity, Equity & Inclusion committee

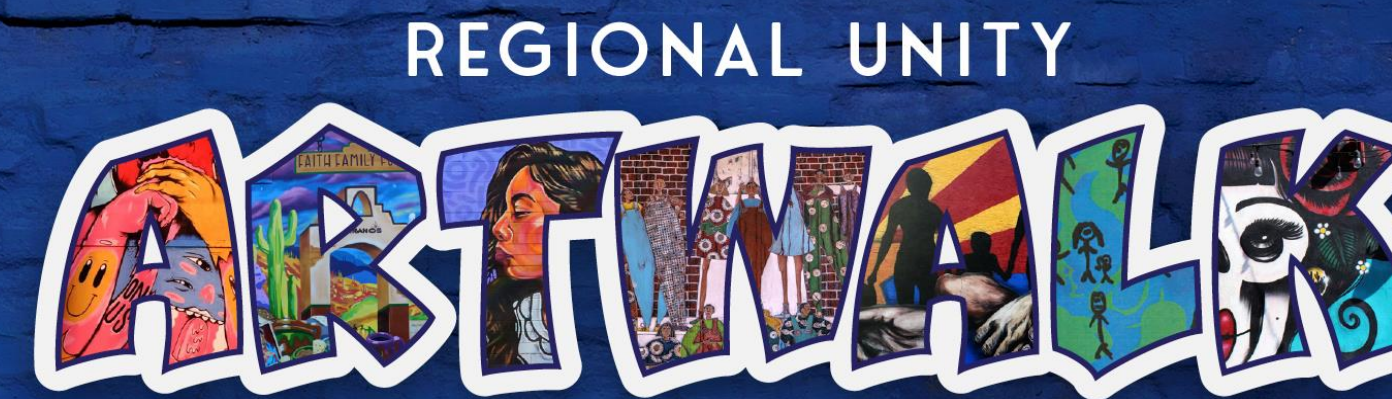


Participate in Regional HRC Activities

Goal/

4

- Unity Walk
- Regional Human Relations Commission meetings
- Racial inequity and social justice updates

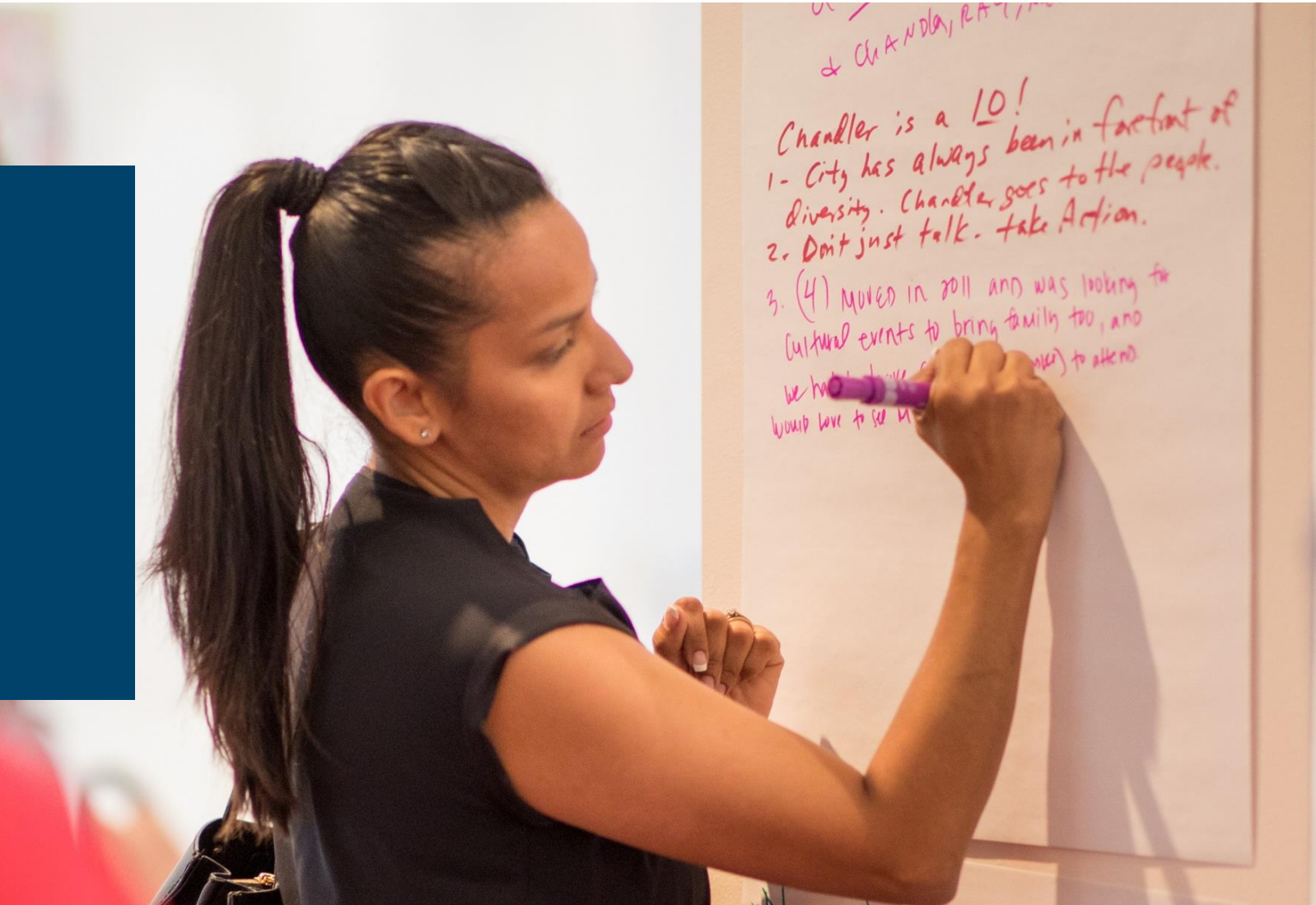


Act as a Connector for the Community on Diversity Programs



Goal/
5

- Creation of a diversity event calendar
- Diversity Networking Group



Ahmadiyya Muslim Community

Cross Cultural Dynamics

American Indian Chamber of Commerce of Arizona

East Valley Jewish Community Center

Arizona Asian Alliance

East Valley NAACP

Arizona Asian American Association

Generations - Crystal Clear Results

Arizona Korean Association

Helping Hand for Relief and Development

Asian American Times

Instituto de Folklor Mexicano

AZ India News

Intel

AZ Rajputs Diwali

Islamic Center of the East Valley

Bahá'ís

Light of Light Church

Bangladesh Theater of Arizona

Miss Indian Arizona Association

BASEArizona

One Community

But Tre Vietnamese Magazine

PayPal



Promote Diversity Concepts in Schools

Goal/

6

- Maintain on-going dialogue with school administrators
- Diversity Education Mini-Grants



Diversity Education Mini-Grants

Tarwater Elementary



Dual Language
Mandarin
Immersion Program

Chandler Hamilton Public Library



Banned Books Week
with Grab and Go
Activity Kit. Bringing
awareness to censorship
and celebrates the
freedom to read.

Weinberg Gifted Academy

3rd Grade Gifted Literacy Program
of Multicultural Perspectives and
Historical Events

Casa de Vida



Books for
the neighborhood
Little Library from
diverse authors, as
well as stories that
reflect race,
ethnicity, disability,
age etc.



Global Peace & Harmony
Thru Music - Online Event

Willis Jr. High School



Set of the award-
winning graphic
novel March by
late congressman
John Lewis

Fulton Elementary

4th Grade Classroom Library Books
"students need to see their own
cultural values celebrated in
literature."

Coordinate or Assist with Annual Events

Goal

7

- Multicultural Festival
- Miss Indian Arizona
- Black History Month Events
- Juneteenth Caravan
- Sister Cities Tea
- Many other community diversity events





Chandler International Film Festival

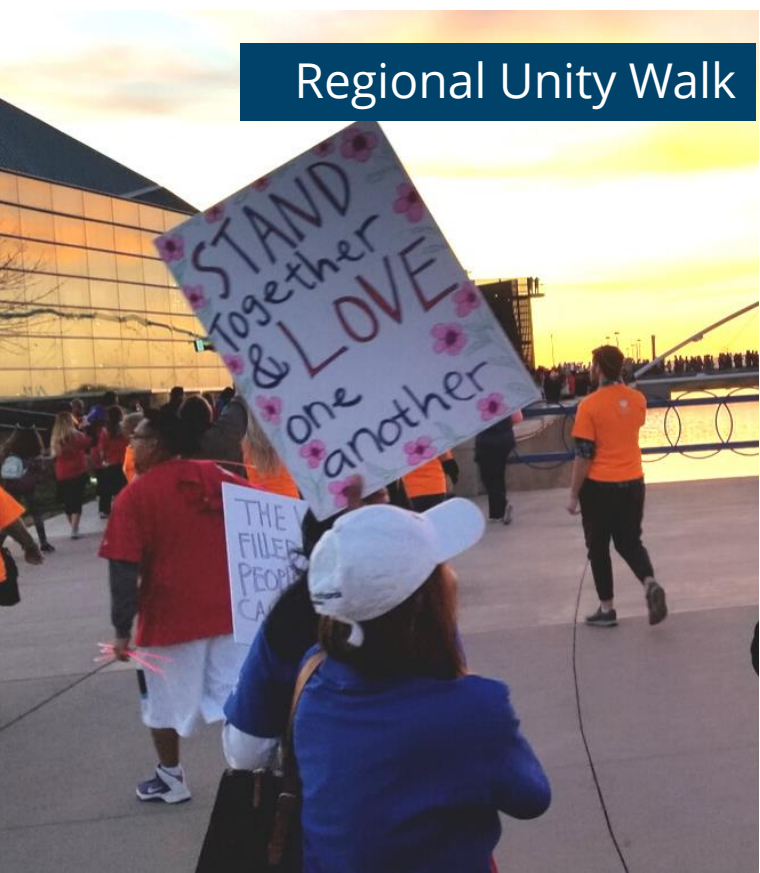


Juneteenth

Annual Diversity Events



Chandler Men of Action Banquet



Regional Unity Walk



Pride Parade



Miss Indian Arizona



Holocaust Remembrance



CGCC Multicultural Day

Diversity Event Statistics

Partial COVID
Year

FY 18/19

FY 19/20

Total # of Events

45

30

Community Produced Events

38

21

Attendance

18,739

36,242

Virtual event
views included
in this number

Students Reached

4,005

3,783

Community Partners

43

46

School Partners

16

19

Summary of DEI Progress

Diversity

- Chandler Sister Cities
- Diversity Training for Employees
- Diversity Memberships
- Work with businesses interested in participating in diversity programs
- Work with Downtown businesses on issues related to Day Labor
- Unity Walk
- Creation of diversity event calendar
- Diversity education mini-grants
- Coordinate or Assist with Annual Events
 - Multicultural Festival
 - Miss Indian Arizona
 - Black History Month Events
 - Juneteenth Caravan
 - Sister Cities Tea
 - other community diversity events

Inclusion

- Chandler Human Relations Commission
- Work with Chamber Diversity, Equity & Inclusion Committee
- Regional HRC meetings
- Diversity Networking Group
- Maintain on-going dialogue with school administrators
- Chandler Young Professionals
- People of Chandler

Equity

- Chandler Housing Youth Program
- Fair Housing
- Public Housing





City Council Action on DEI

- **Approx. 1986**, Chandler Allocations process established with the goal to serve underrepresented populations
- **1997**, Chandler Human Relations Commission Re-Established
- **2007**, Diversity Office Officially created by City Manager with Council support
- **May 24, 2018**, Chandler City Council approved Resolution No. 5166 adopting the prohibitions of the City's Anti-Harassment and Anti-Bullying Policy to apply to the Council and members of City Boards and Commissions



Results of City/HRC 2020 Survey



- More events for Latino, LGBTQ+, Black, Asian and Eastern Indian community, in different parts of the City. **(D)**
- Development of equity programs for youth and families in low-income areas in Chandler (with high concentrations of populations of color). **(E)**
- Engage consultant to evaluate and make recommendations to 2021/22 proposed budget to enhance City's DEI initiatives. **(I)**





Next Steps For Diversity, Inclusion and Equity

- Create awareness of diversity programs through increased marketing efforts and enhanced website design (in progress). **(D)**
- Create internal working group with other City departments to promote and collaborate diversity efforts across the City (completed and ongoing). **(I)**
- Develop strategic plan based on approved recommendations from the consultant's study. **(I)**
- Progress towards the City's commitment to non-discrimination. **(I)**

People of Chandler Video



Internal Chandler Diversity Team:



Department Updates

Learn what interests people in our community.

Presentations are communication tools that can be used as demonstrations, lectures, speeches, reports, and more. It is mostly presented before an audience.

