

MINUTES OF THE PEORIA CITY COUNCIL
Special City Council Meeting Minutes
DEVELOPMENT AND COMMUNITY SERVICES
BUILDING
June 25, 2009

A **Special Meeting** of the City Council of the City of Peoria, Arizona was convened at the Point of View Room, 9875 N. 85th Avenue, in open and public session at 4:38 p.m.

Members Present: Vice Mayor Joan Evans; Councilmembers Ron Aames, Cathy Carlat, Carlo Leone and Dave Pearson.

Members Absent: Mayor Bob Barrett and Councilmember Vicki Hunt

Other Municipal Officials Present: Carl Swenson, City Manager; Susan Daluddung, Deputy City Manager; Susan Thorpe, Deputy City Manager; Steve Kemp, City Attorney; Mary Jo Kief, City Clerk, Wynette Reed, Human Resources Director and Lyman Locket, Human Resources Manager.

Facilitator: Rich Brandt, RDR Group, Inc.

Audience: No members of the public were present.

NEW BUSINESS

1R Diversity Training Session

City Council attendance and participation in a training session with Mr. Richard Brandt in fulfillment of their policy leadership role in the 2009 Citywide Diversity Training.

Carl Swenson, City Manager, opened by providing an overview of the recent ethics and preventing harassment training that was previously conducted. Further, Mr. Swenson stated inclusion training is very important to the organization.

Lyman Locket, Human Resources Manager, advised Council that 93 percent of the organization completed the diversity training in a six-week period. Mr. Locket explained how RDR Group, Inc. was the successful bidder in a competitive bidding process. Mr. Locket further described the training as broadening beyond just race and gender and explained that the content is very timely. Council's attendance at this training sends a great message and shows a commitment to the organization.

Rich Brandt, RDR Group, Inc. provided an overview of the training process and discussed inclusion and teamwork. Mr. Brandt made the distinction between diversity and inclusion. The main theme is connecting with people and the number of people who must be connected within the organization. Mr. Brandt briefed Council on how the training has been conducted for City employees and discussed the impact on connecting/disconnecting internally and externally. Mr. Brandt discussed how Council can improve the inclusion levels in the community. Discussion ensued regarding the many things that make people different and unique.

Mr. Brandt discussed several ways that people disconnect and provided examples of how we can reconnect with those around us. Mr. Brandt presented demographic information and trends and discussed tools for connecting with others.

Recess at 5:46 p.m. and reconvene at 5:54 p.m.

Mr. Brandt continued discussion on disconnecting behaviors and tools to reconnect. A portion of a video documentary "*Eye of The Storm*" was played for the City Council. Council discussed the information presented and de-briefed about the citywide diversity training.

ADJOURNMENT

Being no further business to come before the Council, the meeting was duly adjourned at 6:33 p.m.

Bob Barrett, Mayor

ATTEST:

Mary Jo Kief, City Clerk

CERTIFICATION

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Special Meeting of the City Council of Peoria, Arizona held on the 25th day of June, 2009. I further certify that the meeting was duly called and held and that a quorum was present.

Dated this 25th day of August, 2009.

(Seal)

Mary Jo Kief, City Clerk