



Office of Diversity Programs & Services

Community Engagement & Participation

- Human Relations Advisory Board
 - The Human Relations Advisory Board (HRAB) is an eleven-member board charged with advising the City Council about racial, religious, ethnic, cultural, disability or other human relations issues
 - Current Sub-committees include the Youth Diversity Education Team and Disabilities Action Team
 - Compiled the Inclusion & Diversity Report in Oct 2014 based on community feedback and a statistically valid survey by Arizona State University's Morrison Institute for Public Policy, 22 recommendations were made and used to identify areas of focus
- One Mesa Pledge
 - Community pledge initiated by Mayor Giles in Jan 2014 to promote diversity and inclusion in Mesa
- ITVS Partnership Cinema Series
 - Through collaborations with ITVS and PBS, Mesa is able to showcase the Indie Lens Pop-Up! Series with free screenings and discussions around the Emmy Award-winning PBS documentary series Independent Lens
 - Approximately 5-6 screenings annually at the Mesa Public Library Main Branch
- Hometown Heroes Banners
 - A way for Mesa residents and staff to pay tribute to those who are serving, have served, or have given their life in the United States Armed Forces
 - Banners are displayed on Center Street in Downtown Mesa during the Veterans Day and Memorial Day holidays, then given to the family member after one year
 - Cost of each banner is \$150 (including installation and removal)
- Vets Connect
 - A resource webpage for programs and services dedicated to veteran and military families
- Regional & Local Collaborations
 - Participation in Unity Walk, MLK Festival & Parade, Pride Parade, Veterans Day Parade
 - Frequent contact with Diversity Offices from Chandler, Tempe, Scottsdale, Phoenix
 - Networking with cultural group leaders, various abilities advocates, and other community relations
- Community Support
 - Responsive to community needs and individual concerns (calls on a daily basis)
 - Finding resources and keeping informed of community issues such as the ADA Parking lawsuits this summer
 - Understanding and analysis of Mesa's demographics and cultural history

Internal Workforce Initiatives

- Participation in the International Hispanic Network (IHN)
 - Purpose: to encourage professional excellence among Hispanic/Latino local government administrators, to improve the management of local government, to provide unique

- resources to Hispanic local government executives and public managers, and to advance the goals of professional, effective and ethical local government administration
 - Regional collaborations with Phoenix Hispanic Network (PHN) and other valley cities to partner on efforts, staff education and resources
- Department Specific Support
 - Housing: Speaker at Fair Housing training, CDBG/ HOME applicant and awardees trainings
 - Courts: Required to sign-off on program review for federal grants
 - Police: Required to sign-off on program review for federal grants, collaborate on cultural impact issues, work closely with PD Diversity Teams
 - Mesa Art Center: Assisting with recommendations for diversity programming,
 - Emergency Management: Providing insight on planning to ensure all demographics are considered and cared for in plan
 - Engineering: Providing documentation and oversight to meet requirement for Mesa's Acceptance Agency Certification
 - Transportation: Oversight of ADA Transition Plan planning, provide guidance on individual complaints/ issues
 - Parks: Oversight of ADA Transition Plan planning, provide guidance on individual complaints/ issues
 - Human Resource: Assisting with Diversity training, review policies and procedures
 - Fire: Collaborating on Diversity training to be implemented department wide in 2017

Responsive Government

- Title VI Implementation Plan
 - City of Mesa's detailed plan to meet the requirements of the Civil Rights Act of 1964, as monitored by Arizona Department of Transportation (selected as agency for all of AZ since a significant amount of federal funds are funneled through ADOT) with oversight from the Department of Transportation
 - Title VI and other related statutes have the City of Mesa without regard to race, color, national origin, income status, sex, age or disability in order to receive federal funds as an entire agency
 - 3- year plan submitted in Sept 2014, Annual Accomplishments & Goals Report submitted in Aug 2016, deliverables expected on an annual basis
 - The Implementation Plan highlights compliance methods with the following areas:
 - Public Participation- How we identify significant minority populations and outreach methods used to target those populations
 - Data Collection & Analysis- Numerical data to prove our outreach is working
 - Sub-Recipient, Contract, Vendor Monitoring & Review- Title VI language is required to be included in any contract by the City, therefore we must also have a monitoring/ review mechanism in place to verify compliance
 - Complaint Process- An easily identifiable person and place for the public to make Title VI complaints, as well as following the formal investigation reporting process once a complaint come in

- Review of Local/ County Directive- Reviewing internal polices and procedures to make sure there is complaint language, and keeping abreast of any regional policies or procedures that may conflict with Title VI obligations
 - Project Assessment- Stated review of federally funded projects and identify any possible barriers during construction
 - Personnel- Identified staff as Title VI Coordinator and programs developer, also acts as point of contact for monitoring agencies (including when complaint comes directly from federal government)
 - Title VI Liaisons group formed in May 2015 by representatives from each department/ significant area were identified and have participated in several trainings, resources are provided through a SharePoint site
 - MesaAZ.gov website has been updated to include all mandated language, complaint forms and resources, information can be found on the 'Civil Rights Protections' link on the permanent banner at the bottom of each page
- Limited English Proficiency (LEP) Plan
 - LEP persons are ones who do not speak English as their primary language and/ or has a limited ability to read, write, speak or understand English
 - A proactive approach needs to be taken (i.e. translation, interpretation, marketing, outreach) if a population is identified as over 5% or more than 1000 persons the target area
 - 27% of Mesa's population speaks Spanish as their primary language and should always be considered as our LEP population
 - There are over 40 other languages known to be primary languages spoken but each one represents less than one percent of the population, and therefore proactive measures do not need to be taken unless requested or identified as significant based on the target area
 - The City of Mesa must make every reasonable attempt to supply information in other languages if a request is received
 - A Citywide Translation & Interpretation contract will be in place starting Jan 2017 to ensure the City's ability to meet all language needs
- ADA Transition Plan
 - City of Mesa's detailed plan to meet the requirements/ standard of the Title II of the Americans with Disabilities Act (ADA) passed in 1990
 - Includes a physical inventory of all parks, buildings and facilities, and transportation fixtures such as sidewalks, signals, etc. and provides as financial schedule to eliminated the ADA barriers, currently overseeing Transportation and Parks & Rec for their Contributions to the Citywide plan
 - Complaint Process- An easily identifiable person and place for the public to make Title VI complaints, as well as following the formal investigation reporting process once a complaint come in
- Environmental Justice Plan
 - Plan to identify possible adverse effects on low income and minority populations and what actions the City is taking to minimize and them
 - Using federal reports and community analysis to identify significantly impacted areas