

Practical Diversity

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ICMA Conference Presenter



Who am I?

- Why Am I Here?
- What will I accomplish?
- What can you glean from listening to me?



- 1954
- Central Alabama
- Integration of schools
- Brother's influence

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- Transformed Thinking
- Crilma
- Barry

1994- Albany

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Charlottesville, VA



- 1999 Demographics
 - Total – 40,723
 - Black – 9,910
 - 34%
 - White – 30,813
 - 76%

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Neighborhood Development Services

	1999	2015
White Male	13	15
White Female	6	7
Black Male	1	2
Black Female	4	8

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Neighborhood Development Services Managers

	1999	2015	Inside/Outside
Planning Manager	WM	WF	I
Development Services Manager	WM	WF	O
Property Maintenance Official	WM	BF	I
Building Official	WM	WM	O
Traffic Engineer	WM	BF	I
Senior Planner	--	BF, WM, WF	I
City Engineer	WM	WM	I

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What Changed?

- Decided not to accept excuse “We can not find qualified applicants”
- Asked for employee’s help
- Found a way to do in spite of HR

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Corey
Property Maintenance

- Bartender
- Waiter
- Hardworking
- Dealing with difficult people
- Younger Arts/
University Community

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Patricia
Property Maintenance Official

- Single mom
- Welfare to work
- Unpaid- Part-time
- Front desk to
Inspection to Property
Maintenance Official
- Motivated
- Knew everyone in the
city

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Francis
Deputy Building Official

- Deaf
- Disability Board-Intern
- Simple Accommodation
- Musician
- Mechanic
- Home Inspector
- Sensitivity to disabled

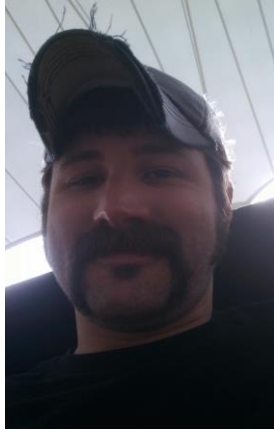
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Mike
Planner

- Young
- Intern to start
- Council Presentations
- Planner
- Role Model- mentor to youth

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Fabio
Assistant Zoning Administrator

- Music Hall Manager
- Great work ethic
 - Fair
 - Tough
 - Integrity
 - Difficult position
- Credibility with food/entertainment businesses

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Ebony
Senior Planner

- Poet
- Organizer
- More about people
- Keep the ones you have
- Helped us with engagement

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Donovan
Traffic Engineer

- MPA, PHD
- D.C. Fellowship
- Blunt
- Great with people
- Crossed Racial Lines
- Made traffic engineering real

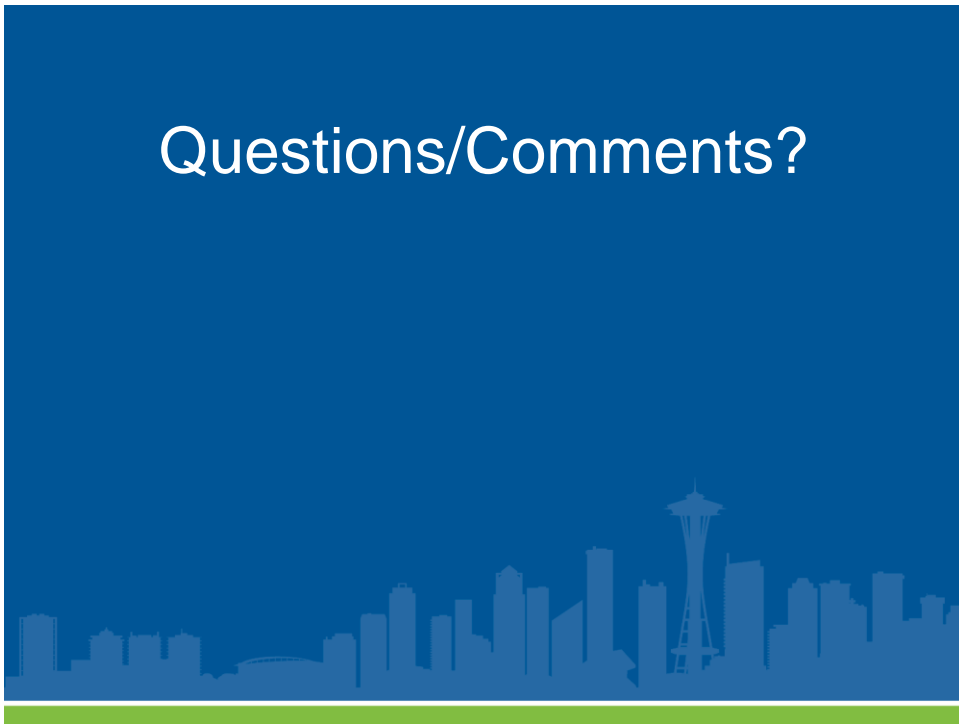
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Celebrating Diversity by Employee

- WF- Mormon
- BF- Muslim
- WM- Deaf
- WM- Country Boy
- WF- New age hippy
- WM- Artist
- WM- Atheist
- WM- Romanian
- WM- Indian
- BF- Single Mom
- WF- 65 year old Planner
- BM- 22 year old Planner
- WM- Disabled GIS
- WF- 65 years old
- WM- Farmer Surveyor
- WF- Alabama
- WM- New York

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Questions/Comments?



 2015 SEPT 27-30
seattle
ICMA ANNUAL CONFERENCE KING COUNTY

