

CULTURE MATTERS

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Mission Statement

**Maricopa County
Adult Probation
To Enhance the Safety
and Well Being of Our
Neighborhoods.**

Mission Statement

**Maricopa County
Juvenile Probation
To make a positive
difference in the
lives of juveniles
and the community.**

Leadership and Diversity

As Probation looks at our diverse work-group and the diverse community we serve, one of the areas we are focusing on is our Leadership. We have begun looking at our Succession Management Plans and our Leadership Training.

Listed as a priority in the Probation Succession Management Plan is having a diverse workforce that is representative of the public it serves. It also encourages the advancement of diverse groups in the future.



Probation is looking at our Leadership Training, to ensure that every competency necessary to provide strong leadership is offered in various learning formats. We are looking for ways to provide equal opportunity for training and advancement to all employees interested in Management.

Mentoring will be a critical piece of our Succession Management and Leadership training. We will provide a diverse group of Mentors on many different levels. Finding the right match between a mentor and mentee as well as the right fit for a management position can be challenging. It is our belief that given enough options this can be done. Our Executive Teams are committed to building a solid Succession Management Plan. They are also confident that offering competency based Leadership Training will have a positive affect on our Succession Management Plan.

It is necessary to provide Leaders that understands the implications of diversity, can ask tough questions in performance reviews, and provide on-going communication about the priority of the work. They must also explain how managing diversity is connected to other aspects of the business model. They must give guidance on process—how those whom they influence should approach the work on diversity.

Through Succession Management Plans and Leadership Training we hope to provide Leaders that promote all these skills.

**Adult & Juvenile Probation
Diversity Council August Meeting
August 22nd, 11:30 - 1:30
WESTERN REGIONAL CENTER-WRC
6655 W. GLENDALE AVE.
Room 114 in the Literacy area of WRC**

Guest Speaker, Mary Grace Ohab (Diversity Consultant)

It's a potluck! Please bring a dish to share for lunch!

Diversity Council Vision, Mission and Goals

Vision: A collaboration between the community and probation that ensures a work environment representative of the citizens and reflective of the community.

Mission: Develop a probation department that is culturally competent by enhancing our ability to hire, retain, develop, manage and promote a diverse workforce that celebrates employees and the clients we serve.

Diversity Council Goals

1. Identify why culture matters in a general manner for our collective agencies and more specifically within our own departments and processes.
2. Serve as a conduit for collective understanding and learning.
3. Identify the resources available in our own organizations, our community and nationally to support and promote cultural competency.
4. Develop strategies to improve processes and ensure our processes support a culturally competent workforce.
5. Foster a more diverse and capable workforce for dealing with the diversity of our organization as well as the community we serve.
6. Develop performance management practices that support a culturally competent organization.

WHAT IS WOMEN'S EQUALITY DAY?

At the behest of Rep. Bella Abzug (D-NY), in 1971 the U.S. Congress designated August 26 as "Women's Equality Day."

On July 13, 1848, five women met for tea in upstate New York. Having commiserated about the lot of women in American society, they did something brash and wonderful...they sent off a notice to the local newspaper announcing "a convention to discuss the social, civil, and religious conditions and rights of woman" to be held just six days later in Seneca Falls.

The Women's Rights Movement was born!

Convention participants drafted a Declaration of Sentiments which began: "We hold these truths to be self-evident, That all men and women are created equal..." One of the resolutions called for universal women's suffrage. One hundred women and men from all walks of life signed that Declaration. Only one, nineteen-year-old Charlotte Woodward, lived to see women win the vote.

On August 26, 1920, after a 72-year struggle, the 19th Amendment to the Constitution of the U.S. was finally ratified, granting women the right to vote nationwide.

The actual text:

Section 1. The right of the citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex.

Section 2. Congress shall have power to enforce this article by appropriate legislation.

In 1971, President Carter designated August 26 as Women's Equality Day, as a reminder of women's continuing efforts for equality.

Joint Resolution of Congress, 1971 Designating August 26 of each year as Women's Equality Day

WHEREAS, the women of the United States have been treated as second-class citizens and have not been entitled the full rights and privileges, public or private, legal or institutional, which are available to male citizens of the United States; and

WHEREAS, the women of the United States have united to assure that these rights and privileges are available to all citizens equally regardless of sex; and

WHEREAS, the women of the United States have designated August 26, the anniversary date of the passage of the Nineteenth Amendment, as symbol of the continued fight for equal rights; and

WHEREAS, the women of United States are to be commended and supported in their organizations and activities,

NOW, THEREFORE, BE IT RESOLVED, the Senate and House of Representatives of the United States of America in Congress assembled, that August 26th of each year is designated as Women's Equality Day, and the President is authorized and requested to issue a proclamation annually in commemoration of that day in 1920, on which the women of America were first given the right to vote, and that day in 1970, on which a nationwide demonstration for women's rights took place.

Did You Know.....

Do you have an interesting history lesson you would like to share with our readers....

*Send your stories to
Colleen Dorame,
cdorame@apd.maricopa.gov*

Belva A. Lockwood First Woman Admitted to Bar of U.S. Supreme Court 1830 - 1917

Belva A. Lockwood is one of America's most remarkable women, achieving marked success in the field of Law. In this profession, Belva was a pioneer in American and her career is the story of struggle and well earned victories.

Belva Lockwood was born Belva A. Burnett in the town of Royalton, Niagara County, New York in 1830. When she was only fourteen she began teaching school. Though she earned only half the salary of a male teacher, she used her earnings to pay tuition to attend a local academy. Soon she married Mr. McNall, a local farmer. Together they had one daughter, but soon after the birth, Mr. McNall died, leaving Belva to support her family.

Belva returned to teaching but was also determined to continue her education. She entered Syracuse University (then called Genesee University) and graduated with honors in 1857. Upon graduation received an offer to become the principal of

Lockport Union School. She accepted and remained employed there for four years. Afterwards she taught at Gainsville Seminary, and later founded the McNall Seminary at Oswego, N.Y.

In 1868 Belva moved to Washington, D.C. and opened a school there. It was there that she met Rev. Ezekiel Lockwood and soon married him. It was around this time that Belva began studying law and sought admission to the law school of Columbia College. She was refused because of her sex, the faculty feeling that her presence at the school would distract the male students.

The following year was admitted to the National University Law School, from which she graduated. While this was an accomplishment, Belva was unable to receive her diploma until she appealed to the school's president, US President Ulysses S. Grant. Finally, she received the degree of B.L. from that school and opened a law practice in Washington. Her



clients consisted mainly of women, Native Americans, and the poor. When one of Belva's cases reached the Supreme Court, she was not legally able to argue the case before it. While Belva was admitted to the bar of the District of Columbia, she was refused admission to practice before the Supreme Court. She spent the next five years lobbying for a bill to pass through congress that would allow a woman to practice law before the Supreme Court. In 1879, Belva Lockwood had the honor of becoming the first woman admitted to the Bar of the U.S. Supreme Court.

While Belva Lockwood is best known for her work in opening up

the legal profession to women, she was also a staunch supporter of equal rights and women's rights, working unceasingly to secure the vote for women. She is one of 7 women who have run for president of the United States, and she ran TWICE in the 1800's. She also wrote equal rights amendments for 3 state constitutions. Also noteworthy is the fact that the case she argued before the U.S. Supreme Court was on behalf of a black man whose rightfully earned law degree was withheld from him because of his color, just as was her law degree withheld for most of her career because of her sex. She also was a strong advocate of world peace and worked toward developing the rules for international arbitration. She died a hero among women in 1917.

Sandra Day O'Connor

Sandra Day O'Connor (born March 26, 1930) is an American jurist and former politician who served as the first female Associate Justice of the Supreme Court of the United States from 1981 to 2006.

O'Connor was born **Sandra Day** in El Paso, Texas to Henry Alfred Day (a rancher) and Ada Mae Wilkey. She grew up on a cattle ranch in the southeastern Arizona town of Duncan. She later wrote a book titled *Lazy B : Growing up on a Cattle Ranch in the American Southwest* about her childhood experiences on the ranch with her brother H. Alan Day. She attended Stanford University, where she received her B.A. in economics in 1950. She continued at the Stanford Law School for her LL.B., graduating in two years (instead of the customary three), serving on the Stanford Law Review, and graduating toward the top of a class of 102, of which future Chief Justice William Rehnquist was valedictorian.



In 1952 she married John Jay O'Connor III, with whom she had three sons.

In spite of her accomplishments at law school, no law firm in California was willing to hire her as a lawyer, although one firm did offer her a position as a legal secretary. She therefore turned to public service, taking a position as Deputy County Attorney of San Mateo County, California from 1952–1953 and as a civilian attorney for Quartermaster Market Center, Frankfurt, Germany from 1954–1957. From 1958–1960, she practiced law in the Maryvale area of the Phoenix metropolitan area, and served as Assistant Attorney General of Arizona from 1965–1969.

In 1969 she was appointed to the Arizona State Senate and was subsequently re-elected as a Republican to two two-year terms. In 1973, she became the first woman to serve as a state senate majority leader in any state.

In 1975, she was elected judge of the Maricopa County Superior Court and served until 1979, when she was appointed to the Arizona Court of Appeals by Democratic governor Bruce Babbitt. During her time in Arizona state government, she served in all three branches.

Calendar of Events

AUGUST 2006

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22 Diversity Council Meeting	23	24	25	26 Woman's Equality Day
27	28	29	30	31		

Diversity Council Board Members

Catharina Johnson - Co Chair
 Robert Villasenor—Co Chair
 Harriet Galbreath—Historian
 Channing Williams—Treasurer
 Seteara Haddock—Secretary

Maricopa County
 Adult & Juvenile
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