

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 provide information,
services, and programs
to county residents so
they can resolve
problems associated
with juvenile crime.

DIVERSITY COUNCIL

As Maricopa County named its first Diversity Director, Tony Lopez, and began requiring departments to submit Diversity plans, Adult and Juvenile Probation immediately got on board. Four Diversity forums were held to gauge the interest of staff at every level in forming a Diversity Council. Over sixty staff attended these forums and from those, 25 employees of Probation attended the first Council meeting.



- On January 24th the Diversity Council held its first meetings. An introduction of the Council Board members was given, as well as an interactive exercise to gather ideas on improving the cultural competency in Probation. The meeting was held at the Black Canyon Building.
- On February 21st at the Durango complex the 2nd meeting was held. It was at the February 21st meeting the Diversity Council was able to coordinate the "Crash" forums. A thanks to DeDe Kirkendall who brought the idea to the meeting of holding forums to discuss the movie Crash.
- On March 21st at the Southeast complex the 3rd meeting was held. The "Crash" forums were discussed. Groups were formed to begin working on Education/History, Events and Recruiting and Hiring.

Many staff have since expressed an interest in being a member of the council. As a member of the Council you will join other individuals who believe strongly in the concept of diversity. Through the sharing of beliefs, ideas, cultures and backgrounds, you will learn about the power of diversity and how it plays a vital role in today's work environment.

Members are volunteers who will participate in periodic meetings and projects. They will be involved in a number of projects and programs in order to further the idea of diversity and cultural competency.

JUVENILE LEADERSHIP TEAM

On February 8th, the Diversity Council Board Members arranged a guest speaker, Calvin Terrell, to facilitate a discussion regarding Cultural Competency for the Juvenile Leadership Team. Mr. Terrell is highly regarded in his field and is known nationally. Chief Broderick introduced the session, illustrating the connection between Cultural Competency, Restorative

Justice and Managing for Results. She indicated that by becoming a more culturally competent organization we would be able to tackle some of the obstacles we face when attempting to achieve our results. An example would be Disproportionate Minority Contact, DMC, although there has been some work started, there is still a long way to go. Hopefully by exploring

the affect culture has on our organization's employees, the community we serve, and the services we provide, we will create a culturally competent workforce. Mr. Terrell provided an interactive presentation exploring the basic definition of Diversity and how to understand and prevent organizational /professional prejudice. This presentation was the beginning of educational opportunities for

staff to learn more about how they are a critical piece to Probation becoming a culturally competent organization.



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.

Upcoming Leadership Training

All Juvenile Supervisors and Managers are encouraged to attend the training, Leadership Diversity training listed in Pathlore.

The Adult Managers Forum will host Calvin Terrell on April 4th and the managers will also be trained on the County Diversity Curriculum.

CRASH FORUMS



In February The Diversity Council coordinated open forums to discuss the movie “Crash.” Employees were required to view the movie “Crash” as an independent study and to then attend a one-hour forum to discuss what impacted them most about the movie.

Each employee received 2 hours of Independent Study for watching the movie and 1 hour of Ethics COJET credit for attending the forum. As an extra bonus all employees who attended the forum were placed in a drawing to attend the conference on Diversity. The conference was sponsored by the National Organization of Hispanics in Criminal Justice. NOHCJ will hold its first conference to provide an opportunity to exchange issues and ideas with other correctional professionals, provide training by experienced speakers and to increase the effectiveness

of all criminal justice personnel through exposure to new and established exhibitors. **NOHCJ** welcomes your participation at our First National Conference to be held at the Hyatt Regency in Albuquerque from April 24th through 27th, 2006.

The following employees will be attending the conference:

- Kristopher Kipfer
- Tom Collier
- Gloria Washington
- Leandra Short

Congratulations!

REMARKS FROM THE “CRASH” FORUMS

“Opened my eyes to the prejudice in my own mind”

“Really intense...thought provoking”

“You think you know who you are.....”

“The rationalizations of the people in the movie were eye-opening”

“Ignorance has nothing to do with intelligence”

“The movie was a good portrayal of the shocking realities that many of face every day”

**Watch for more
“Crash” Forums**

GEORGE BROOKS

"George Brooks - Building a church for Black community"

For eight days, George Brooks stood at the window of his room at the YMCA, weeping as he looked to the east. It was 1953. He was 27. The young Presbyterian preacher who had been called by God to a Godforsaken place in Arizona was homesick for New York's Harlem. He thought about his mama, Susan Brooks. She didn't raise any coward. She raised a tenacious son. He didn't drive across the country and eat cold chicken out of a box in his car because no restaurants would serve a young Black man just to turn around and head back to New York. There, he would have been one of many. The Presbyterian Church was in need of a spiritual leader so they

asked Brooks to head West. The Black preacher came to start a church across the Salt River in a small Black community on the southwest side of Phoenix. Because of discrimination, African-Americans were living in segregated neighborhoods in south Phoenix. African-American churches were at the heart of their community. Five people showed up at his first church meeting. Only two agreed to join. They began gathering in a small building and then a school cafeteria. Six months later, when their tiny church, Southminster Presbyterian, had more than 50 members, they bought their own church. A half century ago, as lonesome as he was, he saw an opportunity to build a church that reached beyond its four walls on Sundays. "A

church that was different, that saw needs and went out to fill them," Brooks, now 80, said of his non-traditional church. He set out to avenge poverty and its consequences. In its day, a church that provided infant health care and a preschool was revolutionary. When Brooks traveled to Washington, D.C., to get funds for his church's preschool, his proposal became part of the legislation creating Head Start. When Brooks felt the White community needed to hear the Rev. Martin Luther King Jr., he invited King to Arizona in late 1961. King came for the first time in 1962. When George Brooks left Harlem, he could see where he was needed, he saw the future. "I don't cry no more," Brooks says.

Did You Know.....

Arizonans' grand visions

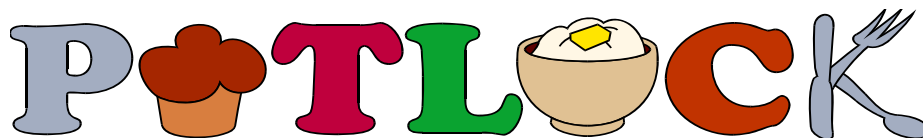
Taken from

"The Arizona Republic"

Stories by Angela Cara Pancrazio

The next Diversity Council Meeting will be held on May 10th, 3-5pm at the Black Canyon Facility.

There will be a "Cultural" Potluck.



MARCO ALBARRAN

Marco Albarran - Dreaming of center for Hispanic culture

As a young boy, Marco Albarran picked cantaloupes. He grew strong and sturdy, outpacing his father, a farm-worker, who followed the picking seasons from their home in San Luis, Sonora, across the border into Arizona and California.

As Albarran picked, he dreamed. He dreamed because he met farm-workers from faraway places. They were all from Mexico, yet they all had different cultural experiences. When they spoke, they did not even sound alike. Albarran, 44, learned that not all Latinos are the same. This is where he begins when he tells his story of how he will build a permanent home for Arizona's Latino artists, a place brimming with

the state's Latino culture. He begins with his foundation as a farm-worker. Scars from the straps of his cantaloupe bag still show across his back. He learned how to conquer adversity while working in the fields. Albarran first met Latino activist Cesar Chavez in a dusty field near San Luis. As I started getting closer to Chavez, I understood how important it was to stick to something you strongly believe in and do it in a way that it embraces everyone else." It might take years and millions of dollars to create Albarran's vision for a Hispanic cultural center in Arizona. Albarran is willing to wait. Inside his Chandler garage that serves as an art studio, his deep, furrowed brow measures his intensity as he holds a plastic skull or *calaca*. About a year

ago, Albarran started hosting performances and art shows by Latino artists at different venues, calling it the Calaca Cultural Center. This is the structure, he says, holding the tiny skull, or *calaca*, the foundation that will initiate the movement of creating a statewide Latino cultural center. Once it is built, the structure, the foundation, the *calaca*, will withstand the weight, taking the cultural center into the future for many years.

A Drawing will be held during the May 10th meeting.

1 Ticket - \$1

6 Tickets - \$5

13 Tickets - \$10

Prizes to include:

- Gift Baskets
- Gift Cards
- Various other Prizes



Calendar of Events

APRIL 2006

SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4 APD Managers Forum on Diversity	5	6 Juvenile Diversity Leadership Training	7	8
9	10	11	12	13 Train-/-Trainer “Valuing Diversity”	14	15
16	17	18	19	20 Juvenile Diversity Leadership Training	21	22
23/30	24	25	26	27	28	29

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
 Probation
 Diversity Council**