

# CULTURE MATTERS

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Maricopa County Adult Probation  
Mission Statement

TO ENHANCE THE SAFETY  
AND WELL BEING OF OUR  
NEIGHBORHOODS.



Maricopa County Juvenile Probation  
Mission Statement

TO MAKE A POSITIVE  
DIFFERENCE IN THE  
LIVES OF JUVENILES  
AND THE COMMUNITY.

**2nd Annual Diversity Fair**  
**Wednesday, October 24th, from 10:00**  
**a.m. to 3:00 p.m.**



**Oct 24th**  
**10-3pm**  
**Encanto Park**

**FREE**  
**Food, Fun, & Games**



## Meet the Diversity Council Board Members

# Melissa Boudreau & Dee Dee Kirkendall

Melissa Boudreau is an Adult Probation Officer, currently assigned to Unsupervised Probation. She has been with the department since January 2004 and with the County (for second time), since March 2002. Melissa was previously a Classification Counselor and a Detention Officer with the Maricopa County Sheriff's Office. Currently, Melissa serves as co-chair of the Diversity Council with Dee Dee Kirkendall (since 1/07).



“The most wonderful thing to me is being a mother to my tremendous three year old boy named Samuel.”

Dee Dee Kirkendall is a Detention Supervisor, currently assigned to the Durango facility. She has been with the Juvenile Probation Department for 9 ½ years. Dee Dee serves as co-chair of the Diversity Council with Melissa Boudreau.

# Kathy Daniels

Kathy Daniels is an Adult Probation Officer with 24 years with the department. Her current assignment is in the Staff Development and Training division, where she has coordinated new employee and new officer training for the past two years. Kathy joined the Diversity Council in 2006, and currently serves as the secretary.



“Participating on the Diversity Council has provided me with an opportunity to meet many new peers in both the Juvenile & Adult Probation Departments. The Council has sponsored events that foster the exploration of new ideas and the examination of old ways of thinking. I think these events have brought about a new appreciation of the diverse group of people we have the privilege of working with.”

# Gloria Washington



Gloria Washington is a senior Adult Probation Officer starting her career in January 1979. She has worked every facet of the department from field supervision to staff development, to presentence. Currently, she is assigned to the unsupervised unit at the Downtown Justice Center. Gloria joined the Diversity Council in 2005, and currently serves as the Treasurer.

“I joined the Diversity Council because of my desire to educate others and to personally learn more about other cultures. I also wanted to have fun!”

## What's been happening...



The Memorial Day Celebration at the Juvenile Southeast Facility on May 24th, honoring those with both Juvenile and Adult Probation who are currently serving in the military, or have served in the past. Hot dogs and hamburgers were served in the courtyard. Several displays including photos and memorabilia were part of the event.



Baked goods events were held at both the Southeast Facility and the Downtown Justice Center in celebration of Juneteenth.



The Lesbian, Gay, Bisexual, Transgender Workshop, presented by Kathie J. Gummere, Attorney at Law, has been held at the Adult Probation Black Canyon Building in Phoenix, the Downtown Justice Center, the Adult Probation Service Center in Mesa. It is scheduled one final time at the Adult Probation Western Regional Center in Glendale on October 25th. Those who attended will receive credit for both the Communication and Ethics COJET requirements.

**The Diversity Council would like to thank all who participated in our  
Memorial Day Celebration.**

**We'll keep you posted on future activities and events!**

**Remember, Our Diversity Is Our Strength**



### 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 UNITED NATIONS DAY?

Simply put, it is the birthday of the United Nations. On 24 October 1945, the United Nations was formally established after a majority of its founding members ratified a treaty setting up the world body. In 1971, the United Nations General Assembly adopted a resolution recommending that the day be observed as a public holiday by Member States. Traditionally, it has been marked throughout the world by meetings, discussions and exhibits on the goals and achievements of the Organization.

United Nations Day was declared in 1948 by the United Nations General Assembly to be October 24th, the anniversary of the coming into force of the Charter of the United Nations. United Nations Day is to be devoted to making

known the peoples of the world the aims and achievements of the United Nations Organization. United Nations Day is part of United Nations week, which runs from October 20th to October 26th.

Several international schools also celebrate the diversity of their student body on United Nations Day (although the event is not necessarily celebrated on October 24th. Celebrations often include a show of cultural performances in the evening and a food fair, where food is available from all over the world.

Join us as we celebrate  
United Nations on Wednesday,  
October 24th from 10:00  
a.m. until 3:00 p.m. at Encanto  
Park located at 1202 W.  
Encanto Blvd.

We hope to see you there!

# Calendar of Events

## NOVEMBER, 2007

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 Thanksgiving	23	24
25	26	27	28	29	30	

### Diversity Council Board Members

Dee Dee Kirkendall - Co Chair  
 Melissa Boudreau—Co Chair  
 Gloria Washington—Treasurer  
 Kathy Daniels—Secretary



**Maricopa County Adult &  
 Juvenile Probation Diversity  
 Council**