Mayor Tim Hanna, Mayor & Karen Nelson, Diversity & Inclusion

121st Annual League Conference
Friday, October 25, 2019
“Inclusivity in Small and Large Communities”
KI Center/Hyatt Regency

Mayor Tim Hanna
**Appleton’s Vision and Mission**

**Vision:** Appleton is the place where people can use their talents to thrive.

**Mission:** The City of Appleton is dedicated to meeting the needs of the Community and enhancing the quality of life.

**Key Strategies**

1. Responsibly deliver excellent service.
2. Encourage active community participation and involvement.
3. Recognize and grow everyone’s talents.
4. Continually assess trends affecting the community and protecting respond.
5. Promote an environment that is respectful and inclusive.
6. Create opportunities and learn from failures.
7. Communicate our success through stories and testimonials.
In the Beginning...

Appleton Police Department

Tanya Serron
1st Hmong Liaison Officer
1992

Rick Myers
Chief
1997

Timeline: The First 20 Years of Diversity and Inclusion in The City of Appleton

1996 1st elected
1997 1st position created
1999
2003

Mayor Tim Hanna 1996-present
Chief Rick Meyers 1995-2007
Dr. Tom Scullen Superintendent 1995-2007
Dr. Pam Hur 1997-2000
Sarah Druckery 1999-2002
Mito Kudaka 2003-2006

1st position in the APD with AASD

Intercultural Relations Coordinator title
Timeline: The First 20 Years of Diversity and Inclusion in The City of Appleton

2007
Position moved to the Mayor's Office

2008
Job Sharing
Nicole Lemke 2007-2009
Pa Lee Moua 2008-2009
Kathy Flores 2009-2016

2009
Title change: Diversity Coordinator
Position moved to the Community Engagement Office

2017
Position moved back to the Mayor's Office
Title change: 'Added ' & Inclusion'
Karen Nelson July 2017

The Campaign in Pittsburgh Where it All Began

- Making our World Better Place for All to Live with All of Our Differences
- Dignity & Respect Campaign
- 30 Tips of Dignity & Respect
- Take the PLEDGE!

Our purpose is to be a living example of respect so that others see that they are treated with dignity and respect.

We teach individuals in organizations, communities, schools, and sports teams to treat others with respect, to build culture awareness, and to find common ground with individuals who are different from themselves.

will do my part to make our world a better place by treating everyone with dignity and respect.
The Changing U.S. Workforce

Source: U.S. Census, February 2018
The Dignity & Respect Campaign empowers individuals to create environments for ALL to live, work, learn, and play.

https://vimeo.com/227316020

Mission

The Dignity & Respect Campaign empowers individuals to create environments for ALL to live, work, learn, and play.

https://vimeo.com/227316020
The Journey

IMAGINE
promoting dignity and respect

EXPERIENCE
treating others with dignity and respect

CHAMPION
modeling dignity and respect

The Dignity & Respect Campaign is product of Dignity & Respect, Inc.

Champion: model dignity and respect

Take the Dignity & Respect Pledge

I will do my part
to make The World a better place by treating everyone
with dignity and respect.

https://dignityandrespect.org/APPLETON/

#IWillDoMyPart
DO YOUR PART to make our world a better place for ALL

Make dignity and respect a part of what we do every day. Be a champion for others. Encourage others to join us.

#IWillDoMyPart—Will You?
• Take the Pledge
• Model the 7 Pillars
• Practice the 30 Tips
• Participate in our Initiatives

PARTICIPATE in City of Appleton Initiatives

1st Qtr: January–March 2018
D&R Survey-City Employees
Kick—off event
Engaged other organizations and non-profits
Hosted the 1st WI-GARE Conference
Pledge Drive

Diversity & Inclusion Coordinator Karen Nelson giving the pledge to City Leaders
**1st Year Results**

2018 Dignity & Respect Pledges

![Graph showing year-over-year increase in pledges](image)

**Where Do We Go From Here?**

**2019: Dignity & Respect 2.0 - A Deeper Dive**

“Truth & Reconciliation: Enhancing trust, empathy and learning”

January – March 2019

- **MLK Community Day of Service**
  - Monday, January 21, 2019
  - 10:00 am to 5:00 pm
  - Free and open to the public

- **CONVERSATION WITH KENYATTA BERRY**
  - January 8, 2019
  - 7:00 pm to 9:00 pm

- **HERstory at the History Museum – Bridging the Gap**

- **1st AASD Black History Month Program**

Hosted the 1st Wi-GARE Conference
(Government Alliance on Race Equity)

[Link to event](https://www.facebook.com/103260631318913/videos/240742954813778/)
PARTICIPATE in City of Appleton Initiatives

**April - June**

- Conduct workshops on the 30 tips: (April 21st, Intergenerational Diversity at LU; May 8th, Beyond Ramps at APL)
- May 31st, "Tell Them We are Rising" at APL and June 28th, LGBTQ+ Pride at Goodwill Campus
- Pulitzer Prize Author Dr. Desmond Mathew of the Book ‘Evicted’
- Imagine Fox Cities
- Expand activities around Juneteenth on Understanding Race (Community Forum at Family First Ministries)

**July - September**

- Invite someone for a meal or social function outside your norm (Diversity Community Cook-out: 8/18)
- Launch Campaign in AASD schools 8/28
- Host a Multicultural street fair in Downtown Appleton–9/15; 9am-noon; Houdini Plaza
- Walk in our Shoes Latino Immigrant Simulation, 9/15; 1-4pm, Menasha Public Library
Where Do We Go From Here?
2019: Dignity & Respect 2.0 - A Deeper Dive
“Truth & Reconciliation: Enhancing trust, empathy and learning”
October - December

Tip #28 Lend a hand: community project
Compassionate Collaboration

SUMMARY Inclusivity in Small and Large Communities

1. Build personal relationships with those most directly impacted
2. Create a welcoming atmosphere
3. Increase accessibility
4. Develop alternative methods for engagement
5. Maintain a presence within the community
6. Partner with diverse organizations and agencies
Contact Information

- Like us on Facebook
  https://www.facebook.com/pg/AppletonDiversityandInclusion/posts/?ref=page_internal

- Visit our Websites
  https://www.appleton.org/government/mayor-s-office/diversity-inclusion
  Share our website and invite others to join the pledge:
  https://dignityandrespect.org/APPLETON/

- Phone: (920)832–1564 (direct line)

- Email: diversity@appleton.org

Dignity & Respect Campaign

Making our world a better place for ALL – with ALL of our differences
Questions???