

# VALUE BASED CULTURAL CONVERSATIONS .....

## The back story

Faith M. Thompson,  
Interim Public Housing Director  
Chapel Hill, North Carolina

“Diversity is just affirmative action with a new coat of paint”



# Why?

## ○ Two specific outcomes:

- Work to create a positive, respectful work environment that is consistent with our organization values;
- Deliver consistent, high quality customer service to all who live, work, play, and/or pray in Chapel Hill.



The Senior Management Team and the Employee Forum adopted values for Town of Chapel Hill employees on April 28, 2011. Our values are the basis for our choices. They are reflected in our behavior and decisions every day. They are our compass as we accomplish our mission and objectives.

**Responsibility**

**Equity**

**Safety**

**Professionalism**

**Ethics**

**Communication**

**Teamwork**

# WHAT?

- Concrete strategies for:
  - Identifying personal prejudices and biases
  - Recognizing institutional and systemic forms of oppressions and discrimination
  - Understand the personal effects of systems of oppression (less than / better than)
  - How to change dysfunctional behaviors
  - Using current events to discuss its impact on our organization in the areas of diversity and inclusion

VALUES



ATTITUDES



BEHAVIORS

# WHO?

Police Officers

Managers

Building inspectors

Senior Leadership Team

Long term employees

Solid waste vehicle operators

Engineers



New Employees

Bus Drivers

Supervisors

Temporary employees

Administrative assistants

Landscape architect

Employee Forum

Seasonal employees

HOW?

# WHAT'S YOUR LEARNING STYLE?



Visual Learner

Physical Learner

Multi-Faceted Learner

Social Learner

Verbal Learner

Auditory Learner

Logical Learner

Reflective Learner

# RESULT

**Values Based Cultural Conversations** opens a discussion about being respectfully human.

- ❖ It encourages us to reflect on what makes us unique as well as different.
- ❖ We explore our own strengths and biases, and become aware of the diversity in our workplace and community.
- ❖ Through activities and voluntary sharing of our stories, the workshop helps us to develop understanding, tolerance or acceptance, and even celebration of others in accordance with our organizational values.

**These conversations can help us navigate our myths and preconceived notions while we look at some our assumptions and biases.**

## TOWN OF CHAPEL HILL

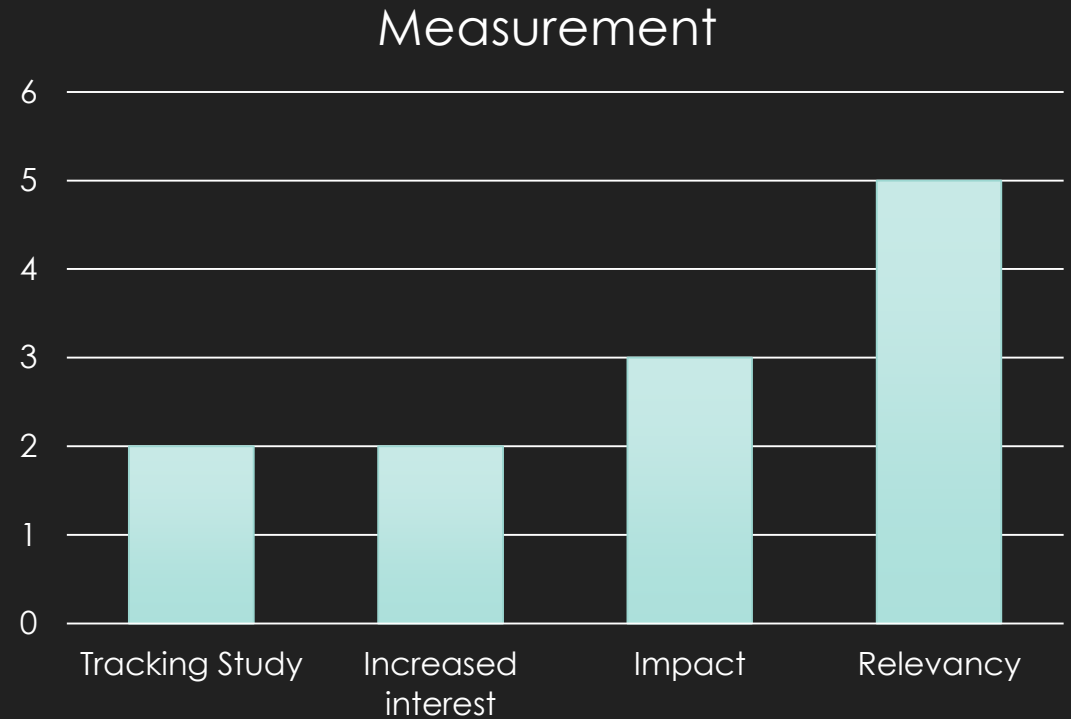


## Value Based Cultural Conversations

# What worked?

- Talking, talking and more talking with many consultants in the industry and other professionals from around the state
- Maintaining our own goals clear and distinct so that we knew what we could use and what had to be discarded
- Train the trainer model

# What needs work?





# Next Steps

December 2016 – meeting of all past & present facilitators to assess how to move forward.

