

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



WI-APA Conference 2018

Monday, October 8, 2018

*“Community-wide Equity”*

# Mayor Tim Hanna



# Appleton's Vision and Mission



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

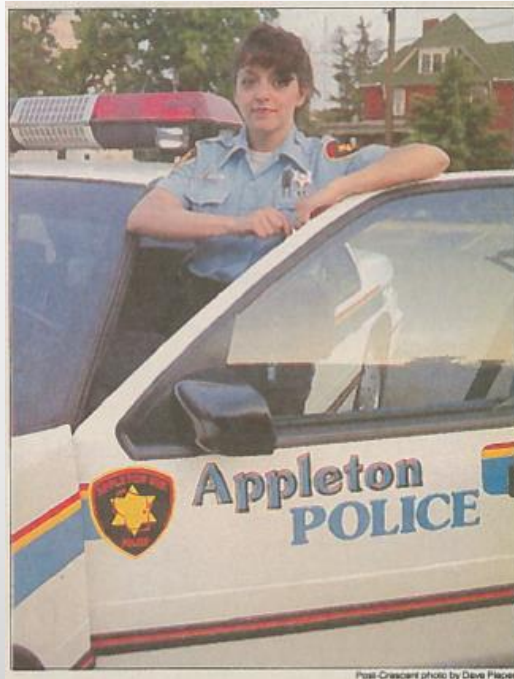
**Mission:** The City of Appleton is dedicated to meeting the needs of the Community and enhancing the quality of life.

# 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...

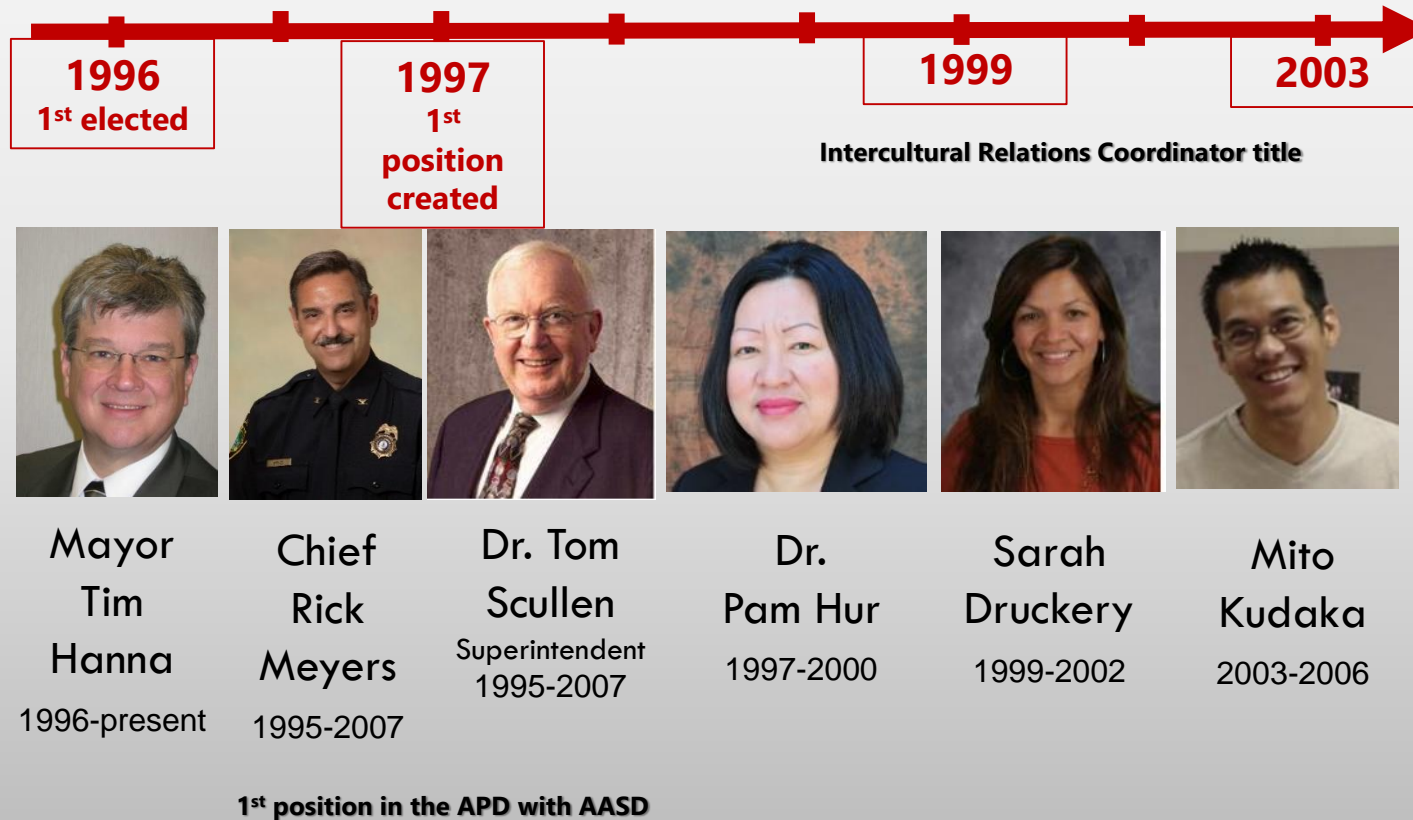


## Appleton Police Department

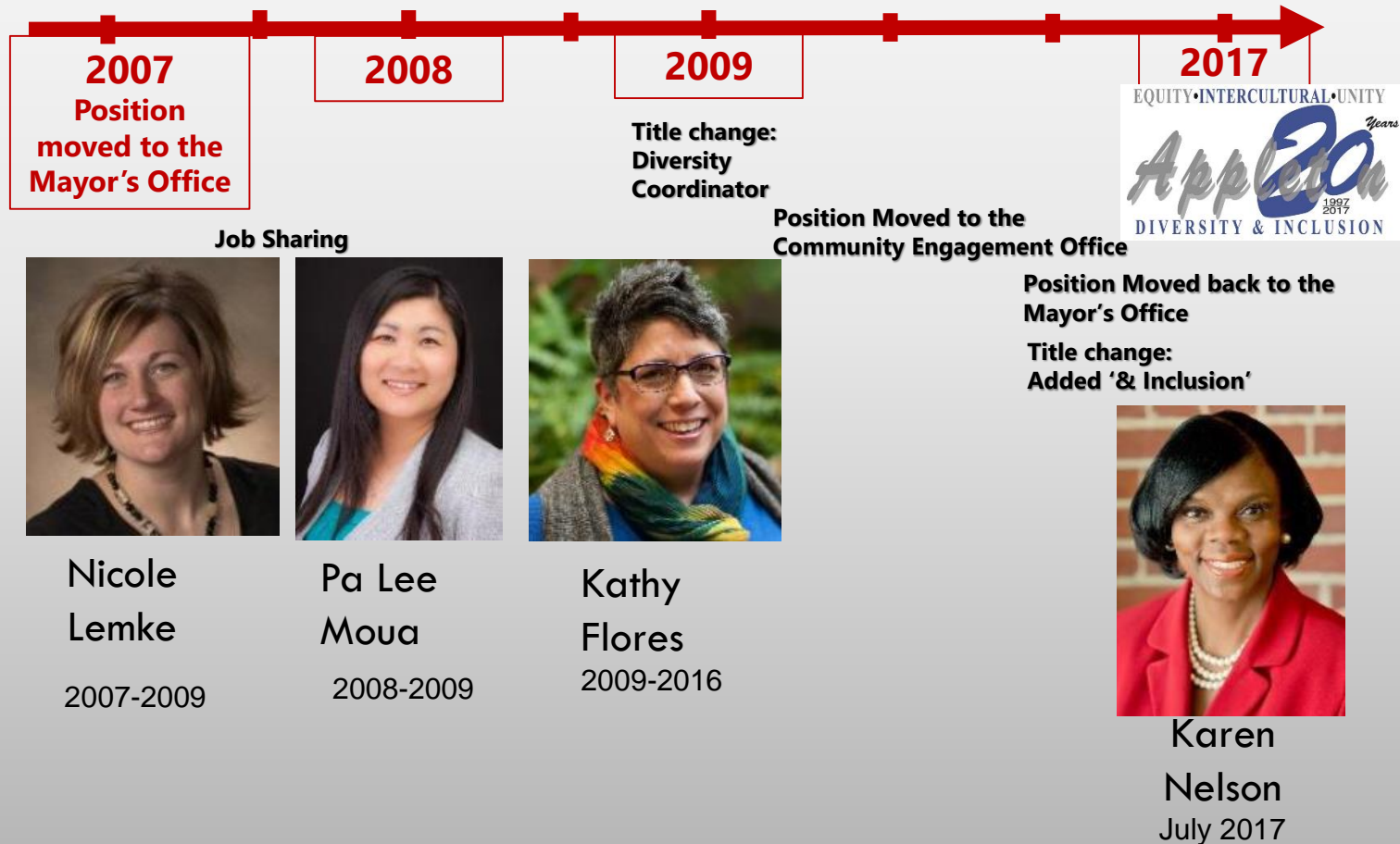
**Tanya Serron**  
**1<sup>st</sup> Hmong Liaison**  
**Officer**  
**1992**

**Rick Myers**  
**Chief**  
**1997**

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



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





# Karen Nelson

## Diversity & Inclusion Coordinator

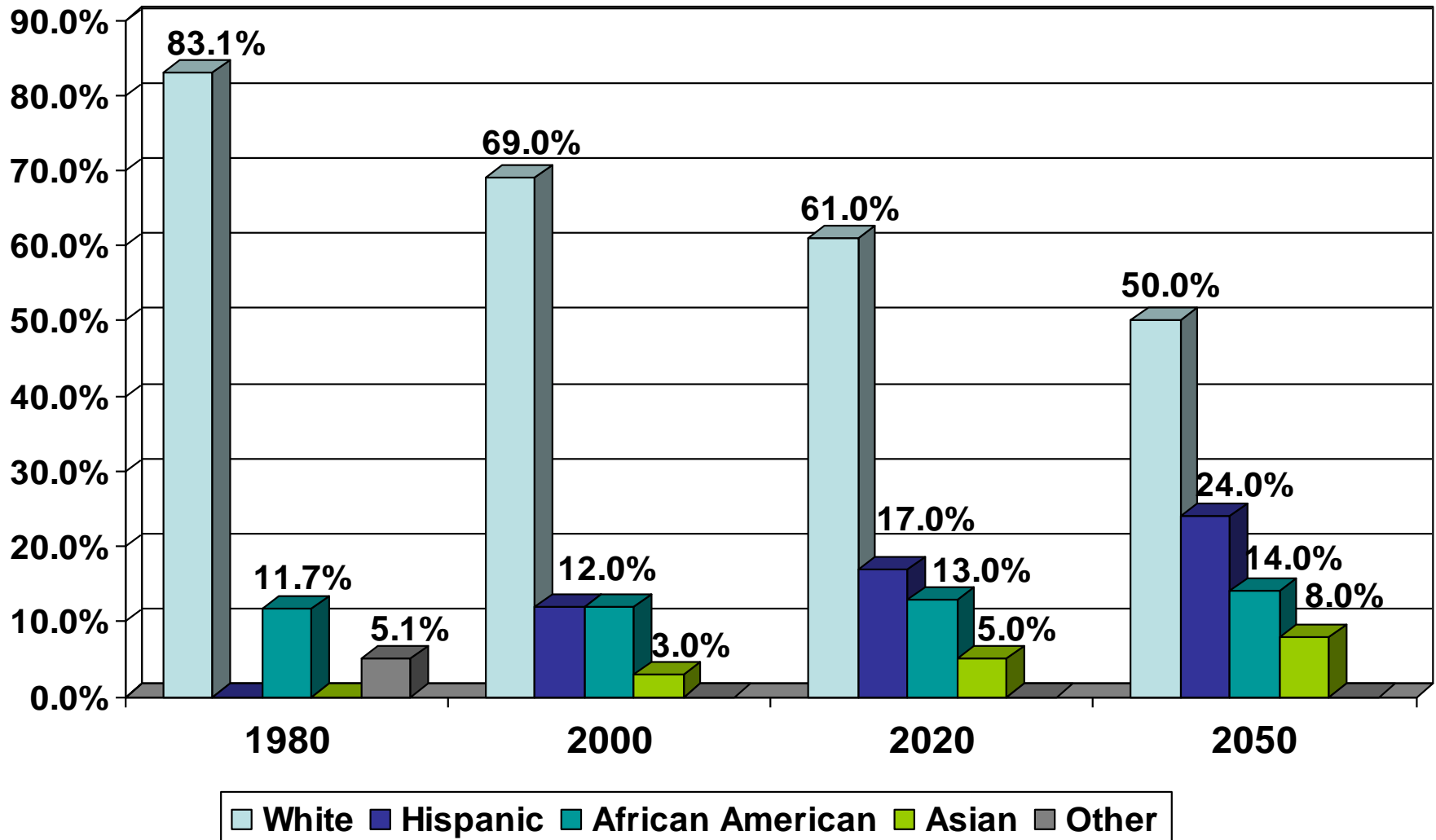


Dignity & Respect  
Campaign





# The Changing U.S. Workforce



# 2018 Kick-Off

Dignity & Respect  
Campaign



January 16, 2018

# Mission

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

<https://vimeo.com/227316020>



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

# The Campaign in Pittsburgh Where it All Began

Do you want to **LIVE** in communities where we (and our families) are treated in a respectful manner from the businesses we patronize to our daily interactions with others?

Do you want to **WORK** in organizations with a commitment to treating others with dignity and respect—regardless of position, level, or title—including interactions with employees, customers, and the communities served by the organization?

Do you want our children to **LEARN**, attend schools, and participate in youth programs where they are treated with dignity and respect, and are free from the threat of bullying, stereotyping, or violence?

Do you want to **PLAY** sports and do you want our children to play sports where dignity and respect for others are foundational building blocks both on and off the field.

MAKING our  
**WORLD**  
a BETTER Place  
for **ALL**  
TO LIVE  
with **ALL**  
of **OUR**  
DIFFERENCES

Dignity & Respect  
Campaign

## Practice *the* TIPS!

The 30 Tips of Dignity & Respect—simple behaviors to help us demonstrate dignity and respect in our daily interactions—are the foundation of our campaign.

Involvement with the Campaign often begins with individuals taking the Dignity & Respect Pledge.

## Model *the* PILLARS!

The 7 Pillars of Dignity & Respect reinforce the 30 Tips through Dignity & Respect Solutions—online educational and training resources, as well as facilitated workshops, focused on individual, team, and organizational engagement.

## Participate *in the* Initiatives!

We empower people to create environments for ALL to work, live, learn, and play by delivering initiatives and communication tools that promote respect for self, others and the community.

## 30 Tips of Dignity & Respect

1. Start with you.
2. Sweat the small stuff.
3. Smile.
4. Say “Hello.”
  5. Say “Thank you.”
6. Build cultural awareness.
  7. Treat others the way they want to be treated.
  8. Make a new friend.
9. Demonstrate mutual respect.
10. Ask.
  11. Find common ground.
12. Communicate respectfully.
  13. Practice patience.
  14. Seek understanding.
15. Share your point of view.
  16. Get someone else's point of view.
  17. Join the team.
  18. Be open.
  19. Be flexible.
  20. Reinvent the wheel.
    21. Be a relationship builder.
  22. Build trust.
  23. Lead the way.
  24. Listen.
    25. Remember, we all make mistakes.
  26. Do the right thing.
    27. Become a mentor.
  28. Lend a hand.
    29. Live a healthy life.
  30. Be a champion of dignity and respect.

Our Purpose is to bring about change so that all people live in a world where they are treated with dignity and respect.

We teach individuals in organizations, communities, schools and on sports teams to have respectful interactions, to build cultural awareness, and to find common ground with individuals who are different from themselves.

## Take *the* PLEDGE!

I, \_\_\_\_\_,  
will do my part to make our world a  
better place by treating everyone with  
dignity and respect.

# The Journey

## IMAGINE

promoting dignity and respect

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## EXPERIENCE

treating others with dignity and respect

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## CHAMPION

modeling dignity and respect

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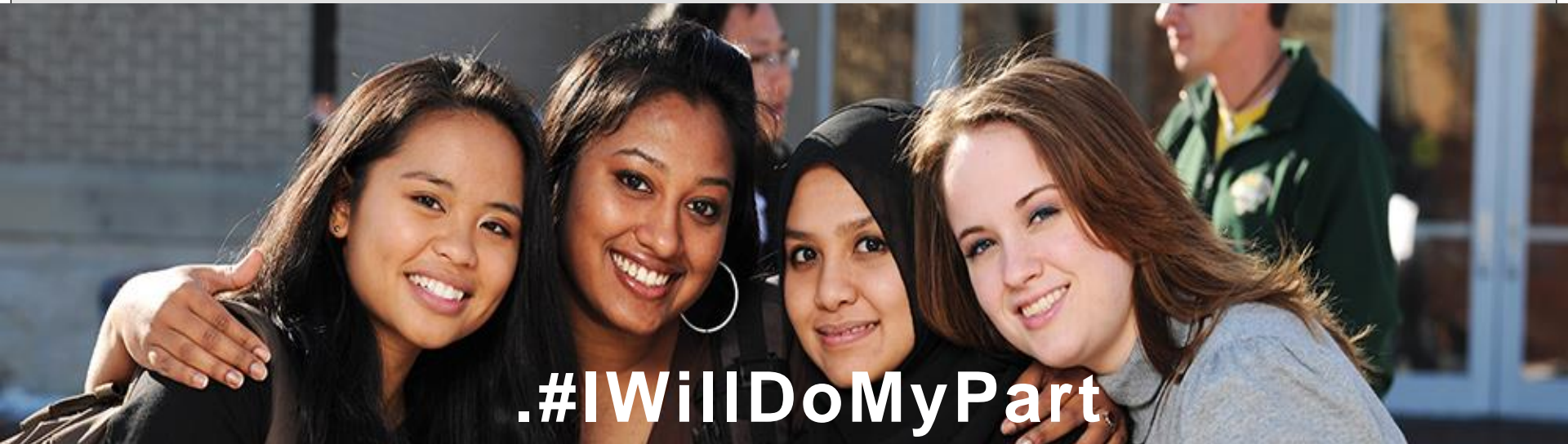


# Champion: model dignity and respect

## 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/>



# 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

**January – March**

D&R Survey-City Employees

Kick –off event

Engage other organizations and non-profits

Hosted the 1<sup>st</sup> WI-GARE Conference

Pledge Drive



# PARTICIPATE in City of Appleton Initiatives

April - June

Conduct workshops on the 30 tips: (April 21<sup>st</sup>, Intergenerational Diversity at LU; May 8<sup>th</sup>, Beyond Ramps at APL May 31<sup>st</sup>, *"Tell Them We are Rising"* at APL and June 28<sup>th</sup>, LGBTQ+ Pride at Goodwill Campus)

D&R Survey-Residents via POLCO

Expand activities around Juneteenth on Understanding Race (Community Forum at Family First Ministries)

04.21.2018

## The Dignity & Respect Campaign 1st Community Conversation

Saturday, April 21, 2018  
9:00 a.m. – 11:00 a.m.

Lawrence University: Warch Campus Center  
in the Mead Witter Room (2nd Floor)

(711 E. Boldt Way — WI

Celebrating inclusion of all ages, cultur  
is a year-long engagement for the en  
depth engagement around The

FREE and

Sponsored by:



For more information contact

05.31.2018

## The Dignity & Respect Campaign

### 2nd Community Conversation

Thursday, May 31, 2018  
6:00 p.m. – 8:00 p.m.

Appleton Public Library  
225 N Oneida St, Appleton, Wisconsin 54911  
(Come to the basement — Meeting Room C)



Join us for a screening and discussion of *"Tell Them We are Rising: The Story of Black Colleges and Universities"*. Learn about the history of black colleges and universities in America, which have educated the architects of freedom movements and cultivated leaders in every field. A Community Conversation will be led afterwards by Karen Nelson, Diversity & Inclusion Coordinator, City of Appleton. Celebrating inclusion of all ages, cultures and backgrounds, the Dignity & Respect Campaign, is a year-long engagement for the entire community!

WON'T YOU JOIN US? **FREE and open to the public!!!**

Sponsored by:



06.28.2018

## The Dignity & Respect Campaign

### 3rd Community Conversation

Thursday, June 28, 2018  
6:00 p.m. – 8:00 p.m.

Goodwill Campus  
1800 Appleton Rd in Menasha  
5:45 pm Light Refreshments will be served  
in The Heart of the Valley Room



Karen Nelson  
District 2 Alderperson



Rachel Rensch  
District 6 Alderperson



Kim Bremer  
City Engineer



Robert Rums  
LGBT Partnership

Join us for a candid panel discussion about LGBTQ+ issues in The City of Appleton. Learn about the history of Pride Month and share our community's successes as well as outline today's challenges that lie ahead. Community Conversations will be led afterwards by Karen Nelson, Diversity & Inclusion Coordinator, City of Appleton and volunteer facilitators from Celebrate Diversity Fox Cities. Celebrating inclusion of all ages, cultures and backgrounds, the Dignity & Respect Campaign, is a year-long engagement for the entire community! **WON'T YOU JOIN US?**

**FREE and open to the public!!!**

Sponsored by:

Celebrate Diversity  
Fox Cities



For more information contact [diversity@appleton.org](mailto:diversity@appleton.org) or 920-832-6400



# PARTICIPATE in City of Appleton Initiatives

**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?

## October - December

**Walk in our Shoes Latino Immigrant Simulation, 10/30**

Fox Cities Reads - City-wide reading

Tip #28 Lend a hand: community project

**Compassionate Collaboration**

- 1) Share our website and invite others to join the pledge:  
<https://dignityandrespect.org/APPLETON/>
- 2) Display the pledge card received in a prominent place at home, in your car or work and use it as a conversation starter
- 3) Add #IWILLDOMYPART to your social media, email and text signature
- 4) Become a fan on [Facebook](#) and follow the Campaign on [Twitter](#) and [Instagram](#)
- 5) Post a note on Facebook or Tweet to let others know you have taken the Pledge and encourage your family, friends and followers to also take the Pledge.
- 6) Share your ideas, photos, related stories, and facts about your culture or something you've learned on or would like to learn with me at [diversity@appleton.org](mailto:diversity@appleton.org)

# **SUMMARY** Community-wide Equity

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



Making our world a better place for  
ALL — with ALL of our differences

# Questions???

