

Ethekwini Municipality Diversity Project
Project Status Report - PMC Meeting 10
Consultant's Report

1/4/2005.

1. **Preamble**

The preamble to the contract states:-

"WHEREAS:

A. The Client aspires to achieve a harmonious workplace wherein its employees and Councillors operate with an appreciation for the diversity of their associates in so far as race, gender, religion, tradition, ethics, culture, origin, history, ancestry and wishes to engage a Professional Consultant to design and offer a formalized Diversity Project including a Pilot diversity programme, a train-the-trainer programme and support for those trainers to enable the programme to roll-out to the balance of the Client's officials via the Council's trainers. The Consultant will provide support to those of Client's trainers who have successfully completed the above training for a weaning period;"

2. **Venues and food/ refreshment**

- a. The recent sessions by the trainee facilitators has shown that a lack of food for delegates on the roll-out of the programme is and will be a challenge. It was discussed and agreed with the Ombudsperson, at the Celebrating Humanity training session that she attended, that food is a key part of the training process and MUST be supplied to delegates during the rollout.
 - i. Certain delegates complained of the lack of food and 1 person actually left after lunch.
 - ii. The lessons learnt in the sharing of food cannot be cemented in intellectual training.
- b. BG 10 at 22 Supply road has been made readily available to the programme. More venues will be necessary for the swift rollout of the programme.

3. **Report on immersion process**

The immersion programme has been set for 19/4/2005

4. **Facilitator development training**

- a. 15 facilitators now remain on the programme.
- b. Sessions were run on:
 - i. 4 March 2005 - Facilitators Values Circle meeting.
 - ii. 8/9 March 2005 - Dummy training sessions with facilitation team as delegates and assessment.
 - iii. 14,15 March 2005 - Train and develop knowledge and skills
 - iv. 16,17, 22, 23 March 2005 - Facilitation groups of 4 facilitated with new delegates, under supervision. We have been impressed by the commitment and increasing professionalism of the group.
 - (1) Feedback from the +-50 new delegates at the Values Circle© workshop has been very good and some feedback is included with this report.
 - (2) Facilitators will still need to be involved in an ongoing programme of training, support and assessment
 - v. There will be 4 facilitator training days in April 2005

- vi. 7, 8 - Report, feedback and adjust
- vii. 14, 15 - Knowledge development and assessment.
- viii. A close out report will be developed.

5. Leadership Programme

- a. We are still awaiting details of the dates of the urgent meeting, requested in the previous report, with the Ombudsperson, the City manager and the relevant stakeholders to discuss the further rollout of the Celebrating Humanity© programme and the value that it will bring to Ethekewini Municipality and people of the KZN province.

6. Project Awareness and Marketing

- a. The project marketing campaign, through Metro Beat has not begun yet. A concerted effort from all role players is needed to ensure that it begins.

7. Financial Report and Billing

Invoice no. 10085 (Claim 10) is attached for the processing.

1. Date and Venue of next meetings

Next PMC meetings, at 11 am on : 29/4/2005 at Rennies House on the 10th Floor.

The Project team at Mthimkhulu International - 0825523352/ 031 2053668/ trainers@iafrica.com/
www.africa-dreams.com