

Ethekwini Municipality Diversity Project
Project Status Report - PMC Meeting 5
Consultant's Report

29/10/2004

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. **Facilitators**

The consultant has been asked to set dates for assessment of potential facilitators and has been informed that 106 people have applied.

3. **Rollout**

As per our last report a proposal has been forwarded to Council for the Consultant to roll-out the entire programme for the EMDP, in the event that suitable Potential Facilitators cannot be supplied by EM. The consultant is still awaiting a final report back on this issue.

It may still be necessary for the Consultant to facilitate high level leadership programmes.

4. **Pilot programme for the Councillors**

16 Councillors attended a highly successful session on 18/19 October 2004. This is the final programme and attendance has been very poor at these sessions. There appear to be challenges in communication.

A number of councillors have phoned after the programmes have been run to ask that more sessions be facilitated.

It has been requested that the programme be a part of the Councillor orientation when new councillors are elected.

5. **Management Programme**

The Foundation has been run and is now complete. Unfortunately only a few Heads of department attended.

The Immersion programme and the Values Circle are next.

The immersion should be completed in the first 3 weeks of November.

These two programme swill be followed by the 1 day Advanced Diversity programme.

6. **Feedback**

Feedback from both councillors on 18/19 October and Managers on 25/26 October has been very good.

7. **Next sessions**

Dates are to be booked for the immersion/ Values Circle/ Facilitator assessment and Advanced Diversity programme.

8. **Union Representatives**

At the last PMC meeting the Consultant offered a 2 day Foundation session for Union representatives and Leaders at its cost (excluding venue). Dates must be set.

9. **Project Awareness and Marketing**

It remains critical to get the marketing campaign under way, through Metro Beat & a Poster campaign.

10. **Financial Report and Billing**

Invoice no. 10075 (Claim 5) is attached for the processing.

11. **Date and Venue of next meetings**

Future monthly PMC meetings, at 10 am on : 26/11/2004 , 15/12/2004

Signed

BV Moore

Mthimkhulu International - 0825523352/ 031 2053668/ trainers@iafrica.com/ www.africa-dreams.com
29 October 2004