

Ethekwini Municipality Diversity Project
Project Status Report - PMC Meeting 8
Consultant's Report

28/1/2005

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. Venues are still a challenge.
- b. Adequate venues must be made available in the various areas for the completion of the project and the rollout of the programme.

3. **Facilitators**

- a. Of the 68 people have gone through the 2 day Foundation programme, 36 attended the Understanding Diversity programme and 30 have completed the assignments and have been assessed and accepted to continue as aspirant facilitators.
- b. The assessors report is attached.
- c. Feedback has been very good and some feedback is included with this report.

4. **Report on "Managing Diversity for Leadership" Training Run As Part of Ethekwini Municipality Diversity Project** - Report by JT

a. Attendance

Two seminars were run, one on Tuesday 18 and the other Wednesday 19 January. While provision had been made for 25 members of the Municipality's senior management to attend on each day, the respective figures were 13 and 7 (only 40%). Of the seven that attended on Wednesday 19, 2 arrived late and then left after lunch!

b. Participation

The topics covered at both the level of understanding diversity as well as managing diversity stimulated extensive, and sometimes heated, discussion and debate by just about everyone present.

c. Outcomes

For those who attended, the outcomes as detailed in a previous document were basically achieved, however, as noted by the delegates themselves the training needed to have been run over two days to do justice to the input delegates wished to provide as well as to allow time for detailing a "diversity process" for the Municipality.

d. Value of Seminar

A number of delegates felt that the content of this seminar around the "understanding of diversity" needed to be cascaded more broadly throughout the organization with at least one delegate saying that, in particular, it should be made available to all those in a supervisory position. Another was of the opinion that the seminar should be repeated a number of times to allow them to fully master the critical competencies.

e. Shortcomings

The failure of large proportions of the top echelon of management, including the City Manager, to attend this critical seminar was noted by the delegates themselves, most of whom felt that, given their less senior position in the organization, they would be unable to ensure that an overarching "diversity process," or at least a strategy, is put in place to "frame" the Celebrating Humanity rollout.

5. **Report on "Understanding Diversity for Facilitators" Training Run As Part of Ethekwini Municipality Diversity Project** - Report by JT

a. Attendance

While seventeen potential facilitators attended on Thursday 20, nineteen attended on Friday 21. This was well below the figure of in excess of 50 that had originally been expected.

b. Participation

While the majority of those who attended made some contribution to the discussions around the various topics included in the programme, there were, in both groups those who were clearly less confident to talk publicly – a clear drawback if they are to be considered as future facilitators, although they may be able to play the supporting facilitator.

c. Outcomes

The outcomes related to expanding their understandings of the broader diversity context, as identified in previous documentation, were largely achieved. In addition, along the way their attention was continuously drawn to a variety of issues that they could encounter in the discussions around diversity in rolling out the Celebrating Humanity Foundation programme. Indeed, some of what was presented and the ensuing discussion even identified the range of characters they may find themselves having to deal with in any particular group they train

6. **Facilitator development training**

- a. The Values Circle for the final group of facilitators as assessed 24-26 1 2005 will be facilitated on 3/2/2005 at 22 Supply Road.
- b. Dates are being assessed by PKH Tours for the facilitator Uhambo/ immersion programme. The group of 30 will be expected to attend on 1 day in mid-February.
- c. Further dates will be set for late February/ March, at this PMC meeting, for the next level of training for the group of delegates who are accepted for the next stage of the training programme.

7. **Leadership Programme**

- a. The Values Circle for managers will be facilitated on 2/2/2005 on the 2nd floor at 99 Umgeni Road. This is the final part of the leadership programme and as attendance has been limited at the previous sessions it will be of managerial and academic interest to those who attend.

8. **Union/ Leaders Programme**

- a. A consultant funded session was to be facilitated in January for the Union/ stewards/ leaders group who have missed the first 3 sessions. This programme is cancelled.

9. **Roll out**

Plans need to be made for the portion of the rollout of the programme which will be facilitated by the trained and accredited facilitators and physically supported by the Consultant. This will require 2 dedicated venues and delegates.

10. **Project Awareness and Marketing**

The marketing campaign, through Metro Beat has not begun yet.

11. **Poster Campaign**

As a number of days have been lost and the importance of dedicating available funds to supporting, developing and preparing the facilitators it is suggested that the poster campaign be dropped and funds will be re-allocated. The service provider has been notified of this probability.

12. **Parks Values Circle**

A free Values Circle follow-up will be run for the Parks department on 1/2/2005.

13. **Financial Report and Billing**

Invoice no. 10083 (Claim 8) is attached for the processing.
This claim includes a claim for the Managing and Understanding Diversity/ Facilitator assessment - Jeff Thomas - Asizwane (R45000).

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

Next PMC meetings, at 10 am on : 28/1/2005 and 25/2/2005 at Rennies House on the 10th Floor.

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