

CULTURE MATTERS

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**Mission Statement
Maricopa County
Adult Probation
To Enhance the Safety
and Well Being of Our
Neighborhoods.**

**Mission Statement
Maricopa County
Juvenile Probation
To make a positive
difference in the
lives of juveniles
and the community.**

CULTURAL COMPETENCY

We continue working to develop an effective Diversity Council. One of the ways we are doing this, is by partnering with the Trial Courts. The Trial Courts has been working with a nationally recognized consultant, John Martin. Mr. Martin is assisting in building cultural competency in the Judicial Branch. A workgroup has been established, which includes Board members of the Diversity Council. Listed below is a preliminary look at the workgroup's findings in working with John Martin.



Cultural competency means first understanding where, how, and why culture matters. In particular, cultural competency means understanding how culture influences people when they:

- define justice, conflict, and disorder;
- determine how and when it is appropriate to involve third parties, including the state, in resolving problems and conflicts;
- describe events or what happen; and
- fashion responses or solutions to problems and conflicts.

In addition understanding culture means assessing how culture might influence:

- the ways people communicate;
- perceptions about the sources of legitimate authority;
- beliefs about individual and group responsibility;
- beliefs about what are fair processes;
- fundamental, underlying beliefs about cause and effect – such as the causes and treatment of illness; and
- beliefs about people and their motivations.

Cultural competency also means developing individual, organizational, and system capacity for culturally appropriate service delivery that helps individuals successfully navigate the courts and justice system, process information, make wise decisions, and comply with court orders.

Interestingly, these findings align with the Diversity Council Vision, Mission and Goals, illustrating that we are indeed moving in the right direction.

MARICOPA COUNTY DIVERSITY RESOURCES

Maricopa County Diversity

Maricopa County's Diversity program offers a wealth of information on their intranet site. Find out about upcoming events, articles, resources for Managers and so much more.

http://ebc.maricopa.gov/training/Diversity/div_default.asp

Hispanic Network

Maricopa County Hispanic Network is an employee resource group that is open to all Maricopa County employees. MCHN supports networking, continuing education, career development, social activities and community outreach.

African American Knowledge Network

The African American Knowledge Network is interested in making a positive impact in the lives of individuals and the community by providing a forum for networking and developing positive mentor relationships that will create successful life opportunities. Contact Trux Truxon at 602-506-7481 for more information.



Diversity Council Vision, Mission and Goals

Vision: A collaboration between the community and probation that ensures a work environment representative of the citizens and reflective of the community.

Mission: Develop a probation department that is culturally competent by enhancing our ability to hire, retain, develop, manage and promote a diverse workforce that celebrates employees and the clients we serve.

Diversity Council Goals

1. Identify why culture matters in a general manner for our collective agencies and more specifically within our own departments and processes.
2. Serve as a conduit for collective understanding and learning.
3. Identify the resources available in our own organizations, our community and nationally to support and promote cultural competency.
4. Develop strategies to improve processes and ensure our processes support a culturally competent workforce.
5. Foster a more diverse and capable workforce for dealing with the diversity of our organization as well as the community we serve.
6. Develop performance management practices that support a culturally competent organization.

Upcoming Leadership Training

All Adult & Juvenile Supervisors and Managers that have not yet attended the training, Leadership Diversity, listed in Pathlore are encouraged to enroll.



ADULT PROBATION MANAGERS FORUM: CULTURAL COMPETENCY THROUGH DIVERSITY

On April 4, 2006 APD's management team participated in the Manager's Forum. It was, once again, with great pleasure that we were able to welcome Calvin Terrell of Social Centric Training and Consulting as our feature presenter for the morning session.

During the morning session, Terrell, through group dialogue, spoke on cultural competency and how to prevent organizational/professional prejudice in the workplace. The presentation centered on the Nine Levels of Organizational/Professional Prejudice:

- Conditioning
- Thoughts / Self-fulfilling Prophecy
- Gossip & Backbiting
- Avoidance / Exclusion
- Conscious / Subconscious Sabotage
- Intimidation & Harassment
- Total Breakdown
- Physical Violence
- R2D3 (Repetition, Denying, Discounting, & Displacing)

The afternoon session was led by Board Members from the Diversity Council, who engaged participants in a very interactive session filled with activities surrounding the topics of:

- Valuing Diversity
- Traits of Diversity
- Identifying Barriers that Prevent Diversity

*“Seeds of prejudice
that have been planted
can be unsown.”*

Calvin Terrell

Did You Know.....

Do you have an interesting history lesson you would like to share with our readers....

Send your stories to Colleen Dorame, cdorame@apd.maricopa.gov

CINCO DE MAYO

Cinco de Mayo is a date of great importance for the Mexican and Chicano communities. It marks the victory of the Mexican Army over the French at the Battle of Puebla. Although the Mexican army was eventually defeated, the "Batalla de Puebla" came to represent a symbol of Mexican unity and patriotism. With this victory, Mexico demonstrated to the world that Mexico and all of Latin America were willing to defend themselves of any foreign intervention. Especially those from imperialist states bent on world conquest.

Cinco de Mayo's history has its roots in the French Occupation of Mexico. The French occupation took shape in the aftermath of the Mexican-American War of 1846-48. With this war, Mexico entered a period of national crisis during the 1850's. Years of not only fighting the Americans but also a Civil War, had left Mexico devastated and bankrupt. On July 17, 1861, President Benito

Juarez issued a moratorium in which all foreign debt payments would be suspended for a brief period of two years, with the promise that after this period, payments would resume.

The English, Spanish and French refused to allow president Juarez to do this, and instead decided to invade Mexico and get payments by whatever means necessary. The Spanish and English eventually withdrew, but the French refused to leave. Their intention was to create an Empire in Mexico under Napoleon III. Some have argued that the true French occupation was a response to growing American power and to the Monroe Doctrine (America for the Americans). Napoleon III believed that if the United States was allowed to prosper indiscriminately, it would eventually become a power in and of itself.

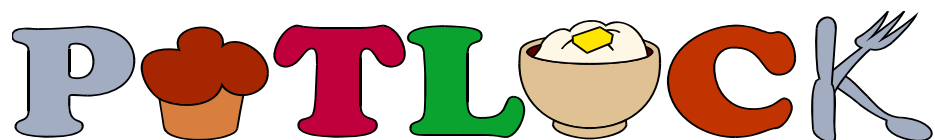
In 1862, the French army began its advance. Under General Ignacio

Zaragoza, 5,000 ill-equipped Mestizo and Zapotec Indians defeated the French army in what came to be known as the "Batalla de Puebla" on the fifth of May.

In the United States, the "Batalla de Puebla" came to be known as simply "5 de Mayo" and unfortunately, many people wrongly equate it with Mexican Independence which was on September 16, 1810, nearly a fifty year difference. Over the years Cinco de Mayo has become very commercialized and many people see this holiday as a time for fun and dance. Oddly enough, Cinco de Mayo has become more of a Chicano holiday than a Mexican one. Cinco de Mayo is celebrated on a much larger scale here in the United States than it is in Mexico. People of Mexican descent in the United States celebrate this significant day by having parades, mariachi music, folklorico dancing and other types of festive activities.

The next Diversity Council Meeting will be held on May 10th, 3-5pm at the Black Canyon Facility.

There will be a "Cultural" Potluck.



The National Organization of Hispanics in Criminal Justice (NOHCJ) 1st Annual Conference

The National Organization of Hispanics in Criminal Justice (NOHCJ) 1st Annual Conference was held on April 24 – April 27 2006 at the Hyatt Hotel in Albuquerque, New Mexico. NOHCJ was created in January 11, 2003 during the American Correctional Association Winter Conference in North Carolina. The organization started with representatives from Texas, New Mexico, Florida, New York, Ohio and Puerto Rico. From 11 members, NOHCJ currently has over 400 Criminal Justice professionals in the organization and hope others will also join and help increase their membership.

According to NOHCJ, Hispanics are the largest growing minority in the United States. They represent a high percentage of the people incarcerated and under

community supervision. The language and cultural barriers are significant, creating inequality in the services and programs available to this population.

Listed below are some of the conference experiences by staff that attended.

Tom Collier

Juvenile Probation

The conference held many workshops, vendors, diversity celebrations including tours to local penitentiaries. Workshops including topics such as Latino Youth and Violence Prevention, Domestic Violence, Management, and Developing leaders. The diversity celebrations included the Native American Dance group, the New Mexico Ballet Folklorico, several local Latin music groups, Salsa dance lessons, NOHCJ President's

dinner at the Route 66 Casino, and local comedian Russ Rivas. The NOHCJ did an outstanding job in hosting their first annual training/diversity conference. For an organization that has only been around since 2003, they are doing great things for the communities around the country.

Gloria Washington

Adult Probation

I enjoyed the workshops that I attended, especially the Advance Ethics and Ethical Dilemmas that was presented by Keith Branch from an attorney's view point (he files lots of charges against criminal justice agencies, and provided ways to avoid being sued). Also attended an evidence based practices workshop with Bobbie Huskey, who indicated that she would be working with our de-

partment in the near future. I also attended a workshop by Michael Jackson (was so impressed that I bought his book), who was an ex-offender who turned his life around after being released from prison, and was able to get a state job even with his felony conviction. He is now going back into the facilities to reach out and provide training for other inmates who are due to be released. Enjoyed interacting with diverse individuals from other states, and learned how they perceived diversity (this was usually during our breakfast or lunches). I was impressed by the participation the NOHCJ members were able to line up from the New Mexico Attorney General, to members of the Court system in New Mexico.

A Drawing will be held during the May 10th meeting.

1 Ticket - \$1

6 Tickets - \$5

13 Tickets - \$10

Prizes to include:

- Gift Baskets
- Gift Cards
- Various other Prizes



Calendar of Events

may 2006

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10 Cultural Pot Luck	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29 Holiday Memorial Day	30	31			

Diversity Council Board Members

Catharina Johnson - Co Chair
 Robert Villasenor—Co Chair
 Harriet Galbreath—Historian
 Channing Williams—Treasurer
 Seteara Haddock—Secretary

**Maricopa County
 Adult & Juvenile
 Probation
 Diversity Council**