

DIVERSITY CAFE

THIS MONTH'S SPECIALS

*Stir Fry or
Melting Pot?*

Diversity Calendar

June 1 - 2 – Pacific Islander Festival at the Aquarium of the Pacific. For more information, please call (562) 590-3100 or visit www.aquariumofpacific.org.

June 2 – The Lummi Day Festival at the Heritage Square Museum celebrates the patchwork of cultures that enrich Los Angeles. Artists represent Latino, Native American, Anglo, and African American traditions. For more information, please contact (818) 535-9178 or visit www.lummisday.org.

June 15 - 16 – The 4th annual Juneteenth Heritage Festival in Leimert Park Village from 10 a.m. – 6 p.m. each day. For more information, visit at <http://www.blackartslosangeles.org/>.

June 19 - Public Works Black History Committee will celebrate Juneteenth from 11:30 a.m. to 1 p.m. in the Headquarter's court yard.

June 21 - August 24 – Grand Performances' summer series celebrates our County's rich diversity through the performing arts. For more information, please call (213) 687-2190 or visit www.grandperformances.org.

Café News

- We'd like to officially welcome the Public Works Armenian-American Employees Committee, the Department's newest affinity group. The Committee's mission is to create awareness and appreciation of Armenian cultural traditions and ethnic heritage through annual celebrations.



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Stir Fry or Melting Pot?

When it comes to diversity, our nation and most of its businesses have historically operated on the melting pot theory. It was great for forming a country, but it's time for a new metaphor. After all, when you melt everything down, it gets mixed together and it turns into a mass of gray sludge, the different groups lose their uniqueness, everything becomes uniform, we lose that variety of perspectives, and potential goes untapped.

Today it works better to think of diversity as a stir fry, where the cook adds a variety of things—genders, generations, ethnicities. Each retains its uniqueness and contributes flavor to the whole dish. Something wonderful is created that is far tastier, more nutritious, and more interesting than any one part. To lose even one ingredient would diminish the texture and taste.

Today's most effective organizations don't just tolerate diversity. They seek it out. They go looking for people of all nationalities, backgrounds, ages, and genders. It's not always easy, because differences are often thought of negatively. Differences become miraculous when we appreciate them and utilize them. The truth is that your diverse employees will increasingly make your company distinctive by continually challenging how you think, what you do, and how you do it, but that's how you will achieve exceptional business performance.

These organizations understand that they need to create a work culture that recognizes and appreciates a variety of perspectives, styles, and opinions—where differences are sought out, valued, respected, and put to use. Business success requires a workforce that is educated about diversity, where employees have developed their awareness and appreciation for differences and have learned useful skills for bridging the gaps and tapping into the best of everyone.

Juneteenth 2013

Juneteenth, also known as **Freedom Day** or **Emancipation Day**, is a holiday in the United States celebrated on June 19, honoring African American heritage by commemorating the announcement of the abolition of slavery in Texas in 1865.

Café Quotes of the Month

"No single tradition monopolizes the truth. We must glean the best values of all traditions and work together to remove the tensions between traditions in order to give peace a chance." - **Thich Nhat Hanh**

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VALUES



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Integrity



Teamwork



Transparency



Excellence



Employees



Sustainability

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Transportation

Waste Management

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Water Resources

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2013

