

MONDAY, NOVEMBER 21, 2005

**Message From the Chair Emeritus—Dick Johanson**

On Thursday, November 24 our nation will pause in its hectic world wide responsibilities to celebrate a day of Thanksgiving. Our history lessons tell us that it all began when our country's founders gathered with Native Americans to express appreciation for their safe deliverance to this new land. This week we once again set aside a special day to reflect upon their sense of divine gratitude. Each of us has time to meditate upon our present blessings while continuing our efforts to make our world a better place. Each of us has a chance give thanks for all of those dear to us. Each of us has an opportunity to express our thanks for living in this bountiful land. It is time for refined rejoicing. I thankfully submit our: *THOUGHT FOR THE WEEK*: "Thanksgiving Is Not The Fulfillment Of What You Want, But The Realization Of What You Already Have."

**Charter Schools/Charter Government—Investing in Results Not Departments**

Iowa is trying something new...chartering agencies. By offering up flexibility, the state enticed departments to cut costs and increase effectiveness. Charter privileges have sparked an entrepreneurial spirit and changed expectations for performance in the five agencies that chose to participate...corrections, human services, natural resources, revenue and alcoholic beverages—50% of the executive branch employees. A concrete example—to replace a van totaled in an accident would have taken 8 months via traditional procurement. Instead, the department simply replaced the vehicle immediately. Working in a bureaucracy can create a culture of compliance rather than results, a learned helplessness undermining morale. Iowa is banking on changing that. For more information go to [www.governing.com](http://www.governing.com).

**City of Fresno—Moving Forward**

One of our Community Values is Truth Telling. An aspect of that value is “We take responsibility for ensuring our truth is current, not historical.” Because of its size and history, it has been difficult for the City of Fresno to be seen as it is today, especially by those who are not current with what is happening inside. At the last RJI Implementation meeting, Dave Healy, director of Public Works, provided an impressive update on the changes in his department. The department is focusing on a developer doorway ([http://www.fresno.gov/public\\_works/developer\\_doorway.asp](http://www.fresno.gov/public_works/developer_doorway.asp)), No Neighborhood Left Behind and Key Result Areas. Goal Number 7 is to insure that “All neighborhoods meet the Beautiful Neighborhood Standard not later than December 31, 2010. Another goal is to construct missing infrastructure in 71 neighborhoods in 6 years. Another goal is developing 2,500 acres of industrial park build out or turn key available by December, 2008. The city working in concert with others, like CalTrans, the County, Fresno State and Fresno Unified is steadily overcoming the legacy of decisions made years ago that resulted in having the most concentrated poverty in the nation.

**Lots to Do, See and Be In Fresno County**

Thanks to Creative Fresno, the Fresno Arts Council and Fresno Culture, Arts, Science & History (FCASH), there is a growing awareness of our cultural assets and the economic impact they have on community. FCASH is compiling a database to identify, link and leverage the many cultural arts groups in the region. They have already identified 725 and anticipate 2,000. As we have discovered in other clusters, by joining together the organizations can share resources and support one another's growth and impact. When the Arts Council created Art Hop the first Thursday of the month, there were 13 galleries involved. Now there are 60 galleries and a number of restaurants are joining in to showcase art. Four to five hundred people head downtown each month to support arts and culture and the numbers keep growing. As the Tourism Cluster of the RJI gains momentum, the opportunities to work together increase exponentially.

**Prevention Through Education, Intention and Action**

As society has changed, so have expectations for behavior that is legally permissible. To help businesses avoid expensive and divisive lawsuits and create a healthy workplace, the University Business Center is holding a workshop to help businesses comply with new laws and avoid problems. By January 1, 2006, businesses with 50 or more employees must provide sexual harassment avoidance training and education to supervisors. The law firm of Jory Peterson Watkins Ross & Woolman, which specializes in employment law, will provide information designed to meet the state mandate for supervisor training. The seminar is

scheduled for Dec. 8, 2005, from 7:30 a.m. until 10:30 a.m. at the University Business Center, in room 194.  
The cost is \$40. To make a reservations call (559) 278-2352.