

# Cultural Competency Training and Community Listening Sessions Appropriation

AB 5764 | October 20, 2020



# City Council Direction

1. “Mandate and appropriate funds for annual training in diversity, implicit bias, cultural awareness or related topics for the city council and all members of city Boards and Commissions; and
2. Authorize and appropriate funds for engaging a consultant or contractor to conduct a series of listening sessions for the community so that we can hear first-hand the stories of minority experiences on the Island and gather ideas for what we can do to make the island a safe and welcoming place for people of all races and ethnicities.”



# Goal Statement

*As we determine the most effective ways to identify and address racial and other discrimination within our community, we must fully comprehend the extent of its impact. A first step is to hear directly from those who have experienced it in our community through listening sessions.*

*Accordingly, a primary goal of the listening sessions is to allow the Mercer Island City Council and the community to hear first-hand accounts of racism and other discrimination in our community. Another goal of the listening sessions will be to learn from members of our community on how to make Mercer Island a more welcoming and inclusive community for all people.*

*These sessions are an opportunity to gather information to guide City Council actions and policies around race, racism, diversity, and inclusion.*



# Cultural Competency Training

- For City Councilmembers and board and commission members.
  - **Trainer:** Dr. Caprice Hollins from Culture Connecting, LLC.
  - **Session:** “Understanding Implicit Bias and the Impact of Racial Stereotyping.”
  - **When:** Three virtual trainings are scheduled for:
    - *Thursday, November 12 from 5:00-8:00 pm*
    - *Monday, November 16 from 5:00-8:00 pm*
    - *Friday, December 4 from 1:00-4:00 pm*
  - **Cost:** \$10,000 for three trainings (55+ officials to train).



# Community Listening Sessions

- Community listening sessions on race and social justice:
  - **Facilitator:** Dr. Caprice Hollins from Culture Connecting, LLC.
  - **Sessions:** Two virtual community listening sessions (a third can be added if needed).
  - **When:** To be scheduled in Q1 2021.
  - **Cost:** \$10,000



# Next Steps

Staff will:

1. Schedule City Councilmember and members of the City's Boards and Commissions in the trainings.
2. Schedule the community listening sessions with Dr. Hollins.
3. Widely publicize dates for community listening sessions once established.



# Motion

Appropriate \$20,000 from the available fund balance in the General Fund for (1) cultural competency trainings for City Councilmembers and boards and commissions members and (2) community listening session on race and social justice.

