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<https://sumnerwa-gov.zoom.us/j/89096545330>

Or One tap mobile :

US: +12532158782,,89096545330# or +13462487799,,89096545330#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 253 215 8782 or +1 346 248 7799 or +1 669 900 6833 or +1 929 205 6099 or +1 301 715 8592
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Webinar ID: 890 9654 5330

CALL TO ORDER

Roll Call: Bitetto, Brown, Cole, Hochstatter, Neuman, Reed and Stuard

REGULAR BUSINESS

1. Diversity, Equity and Inclusion Training

CITY ADMINISTRATOR REPORT

AGENDA SETTING

1. Council Meeting Agenda Calendar
2. Council Committee Meeting Calendar

EXECUTIVE SESSION

ADJOURNMENT

This meeting is accessible to persons with disabilities. For individuals who may require special accommodations, please contact the City Clerk at (253) 299-5590, 24 hours in advance.

SUBJECT: Diversity, Equity and Inclusion Training

CATEGORY: Presentation

BUDGET IMPACT:

Expenditure Required: None

Within Budget Allocation: N/A

ATTACHMENTS:

1. Dr. Jeff McGee Bio
2. Cross Cultural Model of Collaboration
3. Cultural Awareness and Implicit Bias
4. Additional Resources

STAFF CONTACT: Jason Wilson, City Administrator

SUMMARY BACKGROUND:

Tonight, Dr. Jeff McGee from Cross Cultural Dynamics will be here to present a Council training and discussion on diversity, equity and inclusion. Dr. McGee and his staff recently completed a four-part *all staff* training, and tonight's training is a condensed version of that four-part training specifically for City Council. There is no preparation necessary, but there are materials included with tonight's packet that will allow you to take notes, and review recommended resources after Dr. McGee's presentation. Also included is Dr. McGee's bio.

COUNCIL COMMITTEE/STUDY SESSION:

MEETING/STUDY SESSION DATE:

COMMITTEE RECOMMENDATION:

STAFF RECOMMENDATIONS/MOTION:

Participate in DEI training.



Dr. Jeff McGee is a published author of the nationally recognized book, *“One Human Race: Five Stages to Empowering Transformative Change.”* and thought leader in using an asset-based approach to understand cross-cultural and leadership competencies. He is passionate about equipping leaders with strategies and approaches to lead tomorrow’s organizations. He has studied and witnessed barriers between diverse groups where issues of trust, decision-making and roles are misunderstood. Dr. McGee has successfully led many organizations through trainings/consultations that have positively impacted organizational culture, relationship building efforts, and strategic planning.

His interactive approach to engagement empowers leaders to think differently and challenge norms. Dr. McGee has over 10 years of experience as a keynote speaker, educator, and trainer for K-12 schools, higher education institutions, businesses, city and county government agencies and nonprofit organizations including churches. His continued work and research seek to dismantle cross-cultural and leadership misunderstandings through education, practice, and policy making.

Dr. McGee serves on several local board of trustees, community groups, and dissertation committees. He holds a Master of Arts in Organizational Leadership from Geneva College and a Doctorate in Education in Educational Leadership from Northern Arizona University.

COMPANY OVERVIEW

CCD is a minority-owned and operated firm that specializes in providing Organizational and Leadership Development, Racial Equity, and Diversity, Equity, and Inclusion consultations.

CCD’s expert team has a long history of partnering with public, private, and nonprofit organizations to provide assessments, strategic plans, evaluations, community engagement, and develop measurements and assessments. CCD is a BIPOC owned and operated, for-profit consulting firm headquartered in the Phoenix, AZ metro area.

CCD is a Society for Human Resource Management (SHRM) Recertification Provider for HR professionals. We are currently designing programs for state certification and accreditation in Inclusive Leadership and Racial Justice.



Cross-Cultural Model of Collaboration Checklist

This model was designed by Dr. McGee after many years of research into how leaders can build relationships and collaboration across cultures. This 5-stage model helps us to build the necessary competencies then move into action to create an equitable and inclusive organization. This worksheet captures some of the main points of the stages. Read through the model and begin reflecting on the questions/statements.



Stage 1: Understand:

- How does my worldview impact my decision-making processes?
- What is my culture and its attributes?
- What biases do I have?
- Understanding the difference between explicit bias, implicit bias, and other forms of bias.
- Recognize the social impact of implicit bias.

Stage 2: Learn:

- How do I learn how to learn again?
- Everything has a history. What is it?

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- What are terms such as privilege, supremacy, bias, stereotypes, prejudices, discrimination, and other barriers to collaboration and how do I perpetuate them?
- How am I using storytelling in my role to learn?

Stage 3: Relate:

- Does trust need to be developed with this culture? Why or why not?
- How do I build trust?
- What are the barriers to building trust?
- How am I intentionally building relationships with others that are different than me?

Stage 4: Advocate:

- How do I reduce/eliminate systems of inequality?
- What are the areas where I can make a difference?
- How do I best inform my colleagues/peers to make an impact?
- What am I willing to work towards to make better in this society as it relates to racial differences?
- What is an advocacy leader as it relates to my role?

Stage 5: Participate:

- How do I create a culture of collaboration within my organization?
- How do I make sure every voice has the opportunity to be heard?
- What policies and processes need to be developed to make collaborative decisions?
- How am I measuring impact?
- What steps guarantee higher levels of commitment?



Cultural Awareness and Implicit Bias

Session Guide

City of Sumner

I. Mission Statement:

City of Sumner's mission is to provide needed and valued services that promote our sense of community.

II. Vision Statement:

Sumner will set the standard of excellence for a progressive small city.

III. Values:

- We serve with Respect and Integrity.
- We are Responsive and Accountable.
- We are Collaborative and Professional.
- We are Innovative and Visionary.

Sessions Purpose Statement

As research demonstrates, the development and sustainability of organizational culture that values and promotes equity, diversity, and inclusion maximizes productivity, innovation, and respect. These sessions engage participants with a thorough understanding of common definitions, promoting cultural collaboration and cultural wellbeing, and best practices for cultural inclusion.



Session: Cultural Awareness and Implicit Bias

Group Agreements

- Share as much as you feel comfortable sharing
- Small group sharing stays in the small group
- Listen with respect
- Allow people to complete their thoughts without interruption
- Ask clarifying questions to increase understanding of where people are coming from

Rules

- Please keep your microphones muted at all times unless prompted to unmute.
- You will be engaging in discussions and activities, please be respectful of everyone's views and experiences.
- This workshop is highly interactive so be prepared to engage at any time. There will be several small, group sessions!

Learning Objectives

- What is Diversity, Equity, and Inclusion?
- Understanding Cultural Worldview
- Implicit Bias and your brain
- Cross-Cultural Model of Collaboration

Equality

Equity



Diversity

Inclusion

Diversity and Inclusion Differences

4 best practices



What is Culture and its Attributes?

Three Levels of Organizational Culture

1. Artifacts

2. Espoused beliefs and values

3. Basic underlying assumptions



Worldview

"...the set of beliefs about fundamental aspects of reality that ground and influence one's perceiving, thinking, knowing, and doing." (Funk, 2001).

Worldview Influencers

Cultural Worldview



How the Brain Works

Key Definitions

Bias Tendencies

The Stroop Effect



Cognitive Dissonance

Types of Implicit Bias

Cross-Cultural Model of Collaboration

Closing and Next Steps

1. Check out the Implicit Attitudes Test at implicit.harvard.edu
2. Select at least one article/video to review prior to the next session.

"The media's the most powerful entity on earth. They have the power to make the innocent guilty and to make the guilty innocent, and that's power. Because they control the minds of the masses."

– Malcolm X



Resources for Session: Cultural Awareness and Implicit bias

Diversity, Inclusion, and Equity

<https://boardsource.org/research-critical-issues/diversity-equity-inclusion/>

10 Benefits of Diversity, Equity, and Inclusion in the Workplace

<https://peakon.com/us/blog/diversity-equity-and-inclusion/10-benefits-of-diversity-equity-and-inclusion-in-the-workplace/>

5 Practices to Implement Cultural Awareness in Your Organization

<https://medium.com/@snehalganda/5-practices-to-implement-cultural-awareness-in-your-organization-65c2d0f5ade8>

How Millennials Are Solving The Workplace Diversity Problem

<https://www.ozy.com/news-and-politics/how-millennials-are-solving-the-workplace-diversity-problem/89414/>

Case Study, The diversity, equity and inclusion (DEI) series

<https://inn.org/wp-content/uploads/2021/04/Final-Source-Tracking-Case.pdf>

Culture Awareness in the Workplace

<https://smallbusiness.chron.com/culture-awareness-workplace-737.html>

Edgar Schein's Anxiety & Assumptions: Powerful Ideas on Culture

<https://think-boundless.com/edgar-scheins-anxiety-assumptions-powerful-ideas-on-culture/>

Ethics and Cultural Competence

<https://appliedsportpsych.org/resources/professional-resources-for-mental-performance-consultants/ethics-and-cultural-competence/>

What is Cultural Competence? And Why Is It Important?

<https://preemptivelove.org/blog/cultural-competence/>

Outsmarting Our Brain

https://www.rbc.com/diversity-inclusion/assets-custom/includes/pdf/Outsmarting_our_brains_Overcoming_hidden_biases.pdf

We All Have Implicit Biases

<https://www.youtube.com/watch?v=kKHSJHkPeLY>

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Implicit Bias – POV Series – start here and keep going!

<https://www.pbs.org/video/pov-implicit-bias-peanut-butter-jelly-and-racism/>

Learning is Supposed to Feel Uncomfortable

https://hbr.org/2019/08/learning-is-supposed-to-feel-uncomfortable?utm_medium=email&utm_source=newsletter_daily&utm_campaign=dailyalert_activesubs&utm_content=signinnudge&referral=00563&deliveryName=DM46537

Cognitive Biases

<https://www.weforum.org/agenda/2018/12/24-cognitive-biases-that-are-warping-your-perception-of-reality/>

Harvard Implicit Attitude Test information – note: they will ask you to log in

<https://implicit.harvard.edu/implicit/>

Microaggression Explanation

<http://qz.com/787504/what-exactly-is-a-microaggression-let-these-examples-from-hollywood-movies-explain/>

Thinking Forward...how do we respond (lighthearted and useful)

<https://www.youtube.com/watch?v=b0Ti-gkJiXc>

CITY COUNCIL AGENDA CALENDAR

Updated April 18, 2022

CA – CONSENT AGENDA **ES** – EXECUTIVE SESSION **NB** – NEW BUSINESS
UB – UNFINISHED BUSINESS **P** – PRESENTATION **PH** – PUBLIC HEARING **PR** - PROCLAMATION

MAY 2 RCM

PR Police Week & Peace Officer Memorial Day
P EPFR Update (Chief Parkinson)
CA Resolution 1624 Council Rules and Procedures
CA Resolution 1623 – MOU Opioid Settlement Funds
CA PSE Grant – Ammonia Sensors
NB Hearing Examiner Appointment Ratification
NB 2023-24 Council Strategic Priorities
NB Ordinance No. XXXX – SMC Amending Pet License Fees

MAY 9 SS

- Legislative Session Re-Cap
- YMCA Services Agreement Amendment
- Community Food Bank Update

MAY 16 RCM

PH Multi Family Tax Exemption Target Area
NB Resolution No. XXXX – Set hearing date for Houston Road Annexation

MAY 23 SS

- Transit in Sumner
- Comcast Franchise Agreement Renewal

JUNE 6 RCM

NB Resolution No. XXXX – Interlocal Agreement RCC
NB Ordinance No. XXXX – Amending the MFTE
NB New Commission Appt – Planning Commission

JUNE 13 SS

- Parks Funding
- Community Float Discussion
- Alder Kincaid Project update

Pending

MISC.	MISC.	WHITE RIVER RESTORATION PROJECT
ROW Vacation Code Amendment	Family Center Update	PH - Surplus Utility Property South of 24 th Street East
Utility Payment Portal Demo	Bond Issuance for Operations Facility	UB - Resolution No. XXXX - Surplus Utility Property South of 24 th St E
Ordinance Insurance Requirements	Temporary Use Permit – Food Trucks	
Sign Code Update	Paper of Record	BNSF Agreement
CTR Ordinance Update	Cemetery Facility Consultant Design Contract	CA - Water Rights Acquisition Agreement
Development Agreement Code updates	Heritage Park Expansion property acquisition	P Sound Transit Presentation – Garage project update

APRIL 2022

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2
4	5	6	7	8	9
6:00PM Regular Council Meeting	4:00 PM Public Works Committee (Virtual)	5:30PM Finance Committee (Virtual)	6:00PM Planning Commission (Virtual)		
11	12	13	14	15	16
6:00PM Study Session		5:30 PM CANCELLED American Rescue Plan Comm. (Virtual) 6:30PM CANCELLED Design Commission (Virtual)	4:30PM Forestry/Parks Commission (Virtual)		
18	19	20	21	22	23
6:00PM Regular Council Meeting		5:30PM Public Safety Committee (Virtual)			
25	26	27	28	29	30
6:00PM Study Session		5:00PM CD Committee (Virtual)	5:30PM Cultural Arts Commission (Virtual)		

Meeting dates and times may change. Please contact City Hall to confirm this information prior to any meeting you plan to attend. **These meetings are accessible to persons with disabilities.** For individuals who require special accommodations, please contact City Hall at (253) 299-5500, 24 hours in advance.

Name: Michelle Converse, CMC
 Title: City Clerk

City of Sumner | 1104 Maple Street | Sumner, Washington 98390
 Ph: (253) 299-5500
 Website: www.sumnerwa.gov

May 2022

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
2	3	4	5	6	7
6:00PM Regular Council Meeting (Hybrid)	4:00 PM Public Works Committee (Virtual)	5:30PM Finance Committee (Virtual)	6:00PM Planning Commission (Virtual)		
9	10	11	12	13	14
6:00PM Study Session (Hybrid)		5:30PM American Rescue Plan Committee (Virtual) 6:30PM Design Commission (Virtual)	4:30PM Forestry/Parks Commission (Virtual)		
16	17	18	19	20	21
6:00PM Regular Council Meeting (Hybrid)		5:30PM Public Safety (Virtual)			
23	24	25	26	27	28
6:00PM Study Session (Hybrid)		5:00PM CD Committee (Virtual)	5:30PM Cultural Arts Commission (Virtual)		
30 Recognized Holiday City Hall Closed	31				

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