



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: March 19, 2018

Re: City's Efforts in Promoting Diversity and Inclusiveness

Executive Summary

At the request of Councilman Thomas, this report discusses the City's efforts in promoting diversity and inclusiveness.

Discussion

The 2016-2019 City of Columbia Strategic Plan lists operational excellence as one of its five strategic priorities. The operational excellence team seeks to answer the question of how to improve workforce performance, engagement and satisfaction. To answer this question the team set a goal of increasing the City's ability to recognize and address bias in its operations. A *diversity and inclusion* subcommittee from the operational excellence team has been formed and this group is currently tasked with identifying the current *workplace cultural* climate, defining the ideal *workplace cultural* climate, and creating the programs and training to get *the City workforce* to the ideal *culture workplace* climate. Results and recommendations from this subcommittee should be available in the next 2-3 months.

A second initiative of the Operational Excellence Team is the Building Inclusive Communities Trainings. These trainings are available for City Employees, City Council members, County Employees, and Board/Commission members. These trainings are given by 7 city staff members who have been certified as facilitators by the National Conference for Community Justice (NCCJ-STL) to "educate others about diversity, inclusion, equity, and social justice." Two additional city staff members will be chosen and trained in the spring of 2018 to become facilitators as well. The trainings cover topics that increase participant's knowledge and awareness around issues of race, gender, sexual orientation, class, ability, age, religion, and appearance. A total of 1,356 training hours have been conducted and 226 City employees, Board and Commission members, County employees, and City Council members have participated in the Building Inclusive Communities workshops. Upon completion of the BIC Training, participants can enroll in Exploring Identities advanced courses. An additional, 631 training hours have been conducted for these courses. Lastly, the Building Inclusive Communities training's have recently been POST (Peace Officers Standards Training) Certified which allows for them to count toward training hours that are required for police officers to complete every year.

A new lending library with books and resources geared toward furthering self-awareness of privilege and oppression is available for all City employees (attending a BIC isn't necessary to check out the materials). The City funded the seed money for this unique and valuable resource as part of the Strategic Plan. A list of the materials available is listed below. In conjunction with the lending library, a Building Inclusive Communities Book Club



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began in January 2018. The book club meets once every two weeks over the period of 2 months. The meetings are scheduled at various locations over the lunch hour and these "lunch and learn" opportunities are able to be used towards the 40 hours of mandatory training. The first book of the book club was, *Hand to Mouth: Living in Bootstrap America* by Linda Tirado. Approximately 13 people participated in the first reading of the book club and there is even more interest in the second book reading scheduled to begin in March. The second book to be read and discussed by the book club is, *The Immortal Life of Henrietta Lacks* by Rebecca Skloot.

Beginning 01/01/2017, in order to maintain their Peace Officer License, each officer must complete 24 hours of Continuing Law Enforcement Education (CLEE) annually. The core curricula areas and required topics to be covered for the training's were outlined in a report to Council (REP83-17) on October 16, 2017. Of these 24 hours, the trainings required for officers that promote diversity and inclusion are: at least 1 hour of Racial Profiling training and at least 2 hours of training that cover fair and impartial policing practices including implicit bias recognition. In the fall of 2016, Sgt. Hestir with the Columbia Police Department hosted an in-service 4 hour training on implicit bias for officers and additionally hosted this training for the public. In 2017, a 4 hour in-service training entitled "Implicit Bias and Fair and Impartial Policing," was held, which is twice the amount of the training on this topic that the state requires. This 4 hour training, combined with the 1 hour racial profiling training is the standard that the Columbia Police Department is aiming to meet each year to educate their officers on these topics.

At the Pre-Council Work Session on November 20, 2017, Dr. Kevin McDonald presented the Inclusive Excellence Framework to Council. Implementation of the framework in the community began in January. There are two distinct, yet complementary, programs occurring simultaneously. The first is the Inclusive Excellence model for businesses and organizations that are committed to growing and sustaining a diverse and inclusive working environment. Those participating are meeting monthly to focus on each dimension of the framework. The City has representatives in attendance at the Inclusive Excellence meetings.

The second is the Matters of Social Justice (MSJ) Committee that was formed in early 2017 with a mission to intentionally foster equity, diversity, and inclusion by creating educational opportunities, raising awareness, and providing strategies to bring to life the vision of inclusive excellence in our community. The committee is led by Nikki McGruder of Diversity Awareness Partnership - Columbia. The City is represented on this committee by staff from Public Health and Human Services. The MSJ Committee has developed the Journey Toward Inclusive Excellence, a parallel track to the Inclusive Excellence framework. While the Inclusive Excellence framework focuses on organizations, the Journey Toward Inclusive Excellence focuses on the individual experience. Objectives include developing self-awareness of our biases and the role they play in our lives; creating community where all feel valued and can thrive; recognizing privilege and oppression and the community impact; and committing to impacting systems which oppress others. An integral part of the Journey Toward Inclusive Excellence is the Passport Experience. Persons wanting to participate in the journey may pick up a passport at the Boone County Regional Library or the Public Health



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and Human Services Building or request one on the website. The passport lists pre-scheduled experiences that are available from January to August 2018 as well as space to add additional events that are approved by the committee. The website (<http://www.inclusivejourney.org/>) contains an up-to-date listing of Passport Experiences. A community wide event will be held on August 25, 2018 to celebrate the participation and progress made. The City is a sponsor for the Journey Toward Inclusive Excellence.

Books Available through the Lending Library

1. *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* by Michelle Alexander
2. *Race Matters* by Cornel West
3. *Just Mercy: A Story of Justice and Redemption* by Bryan Stevenson
4. *Stonewall* by Ann Bausum
5. *Evicted: Poverty and Profit in the American City* by Matthew Desmond
6. *When Race Breaks Out: Conversations about Race* by Helen Fox
7. *The Immortal Life of Henrietta Lacks* by Rebecca Skloot
8. *I Am Malala: The Story of the Girl Who Stood Up for Education and Was Shot by the Taliban* by Malala Yousafzai
9. *The Half Has Never Been Told: Slavery and the Making of American Capitalism* by Edward E. Baptist
10. *The Autobiography of Malcolm X* by Malcolm X
11. *Fight Like A Girl - 50 Feminists Who Changed the World* by Laura Barcella
12. *Being Jazz, My Life as a (Transgender) Teen* by Jazz Jennings
13. *Pedagogy of the Oppressed* by Paulo Freire
14. *A People's History of the United States* by Howard Zinn
15. *White Like Me: Reflections on Race from a Privileged Son* by Tim Wise
16. *Hillbilly Elegy: A Memoir of a Family and Culture in Crisis* by J.D. Vance
17. *In the Country We Love, My Family Divided* by Diane Guerrero
18. *The Miseducation of Cameron Post* by Emily M. Danforth
19. *No Choirboy* by Susan Kuklin
20. *Flat Broke with Children: Women in the Age of Welfare Reform* by Sharon Hays
21. *Why Are All the Black Kids Sitting Together in the Cafeteria?* by Beverly Daniel Tatum
22. *The Absolutely True Diary of a Part-Time Indian* by Sherman Alexie
23. *Policing the Black Man: Arrest, Prosecution, and Imprisonment* by Angela J. Davis
24. *The Color of Law: A Forgotten History of How Our Government Segregated America* by Richard Rothstein
25. *Breaking Rank: A Top Cop's Exposé of the Dark Side of American Policing* by Norm Stamper
26. *No Pity* by Joseph P. Shapiro
27. *Eye on the Struggle* by James McGrath Morris
28. *White Trash: The 400-Year Untold History of Class in America* by Nancy Isenberg
29. *Deer Hunting with Jesus: Dispatches from America's Class War* by Joe Bagean
30. *Evicted: Poverty and Profit in the American City* by Matthew Desmond
31. *Hand to Mouth: Living in Bootstrap America* by Linda Tirado
32. *An unquiet mind* by Kay Redfield Jamison



Fiscal Impact

Short-Term Impact: None

Long-Term Impact: None

Strategic & Comprehensive Plan Impact

[Strategic Plan Impacts:](#)

Primary Impact: Operational Excellence, Secondary Impact: Social Equity, Tertiary Impact: Public Safety

[Comprehensive Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable

Legislative History

N/A	None

Suggested Council Action

This report is for information only.