

Social & Racial Equity Timeline

- Bid closed July 24, 2019
- Interviews held on September 19, 2019
 - Asked for references to be provided since it was included in the RFP
- November 7, 2019
 - All vendors provided references
 - Interview panel met to discuss the references
- November 21, 2019
 - Status update for De'Carlon
- December 2019 – End of February 2020
 - Internal team discussed with vendor about scope of services and pricing
 - Multiple conference calls and planning meetings
 - Decided to bring discussions to a Pre-Council
- April 6, 2020
 - Pre-Council Discussion

Building Inclusive Communities

- About Info
 - Contact email: inclusion@como.gov
 - Started in 2015
 - Facilitrainers are made up of City staff
 - How to become a Facilitrainer
 - NCCJ St. Louis awards Certified Diversity Facilitrainers
 - 140+ hours on coursework and training exercises to become certified
 - Information on MyColumbiaMO under "Projects & Programs"
- Building Inclusive Communities
 - 7.5 hour training open to employees and non-employees
 - Pre-requisite for advanced classes
 - Inclusion Training – where participants can learn from each other.
 - Discuss large concepts and some individualized stories, discussion based training
- Opportunities for Further Exploration (advanced training)
 - Ability
 - Age
 - Allyship
 - Diversity in Business
 - Intersectionality
 - Oppression
 - Privilege
 - Race/Ethnicity
 - Religion
 - Sexual Orientation
 - Socio-Economic Class

- Unconscious Bias/Implicit Bias
- Communicating with LARA/TING
 - LARA is a strategy for nonviolent dialogue
 - L – listen
 - A – affirm
 - R – respond
 - A – add information
 - Listen with TING – listen to find out the heart of their message (not listening to find an answer)
- Online Resources/Activities on MyColumbiaMO
 - For each opportunity for further exploration there are online resources: definition of the topics, online resources to help further education, podcast/book recommendations
 - Journaling prompts
 - After each training class that either relate to the workshop material or the identity discusses
 - Reading/Podcast Suggestions
 - An option to explore podcasts and books if it's a better way for employees to take in and process information
- Lending Library
 - The books and resources are geared toward furthering self-awareness of privilege and oppression.
 - These books are available to all City employees (attending a BIC isn't necessary to check out the materials).
 - List of books is on MyColumbiaMO
- BIC Book Club
 - Book Club meets 4 times as a lunch and learn opportunity
 - Employees can receive the book through the Lending Library