

AGENDA
CITY OF STEVENSON SPECIAL COUNCIL MEETING
STRATEGIC PLANNING RETREAT

March 27, 2021

1:00 PM, Hegewald Center-West Meeting Room/Sunshine Room

**Call-in numbers 253-215-8782, 669-900-6833, 346-248-7799, 312-626-6799, 929-205-6099 or
301-715-8592, Meeting ID 814 0334 6664**

1. CALL TO ORDER: Mayor to call the meeting to order, conduct roll call and engage attendees in an icebreaker. The order of the meeting may not take place as listed below.

2. REVIEW PREVIOUS COUNCIL GOALS - Report on progress of each goal and celebrate successes.

a) Review 2021-2022 Strategic Plan - Council and staff will review and discuss the previous council goals, celebrating the successes. Results from the survey sent out prior to the meeting will be presented at the meeting. A copy of the goals and an update on their status is included in the packet. More detailed information can be found on the project slides located on the city website.

b) Discuss Extension of Services Past City Limits - City Administrator Leana Kinley presents the attached memo regarding the extension of city services (water and sewer) past city limits for discussion. This coincides with the deliberate growth strategy listed as goal 5 on the 2021-2022 strategic plan.

3. REVIEW FUTURE GOALS AND PRIORITIES - Discuss proposed new and adjusted goals and priorities.

a) Discuss Anti-Bias Training - Information regarding training offered by AWC, MRSC, WCIA, ICMA and a list of consultants is included in the packet. A link to the Bend Chamber of Commerce YouTube video on Diversity and Bias Thinking can be found at <https://www.youtube.com/watch?v=9PvmG2Ge7sM>.

b) Discuss Security Camera Use Policy - Council will discuss whether or not to have security cameras on property. An example policy is included in the packet if council decides to allow security cameras on site. Information on researched options and prices will be provided at the meeting as well if there is a decision to move forward.

c) Discuss Council Laptops and Policy - Council will discuss whether to purchase laptops for their use, and if so the specifics on what tools are needed on the device (MS Office, keyboard, touchscreen, etc.). Council will also discuss a policy around use during meetings (no emailing other councilmembers, no posting on social media, etc.).

- d) Discuss Proclamation Policy** - Examples of proclamation processes and applications from other Washington cities are included in the packet for council to discuss.
- e) View and Discuss Traffic Planning Video** - Council will review a video on traffic planning and discuss. The link to the video is https://www.youtube.com/watch?v=AqcyRxZJCXc&t=14s&ab_channel=Cheddar
- f) Update Strategic Plan** - Council will discuss and re-prioritize the goals on the Strategic Plan. A final revision will be presented at the April 15th council meeting for approval.

4. ADJOURNMENT - Mayor will adjourn the meeting.

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UPCOMING MEETINGS AND EVENTS:

- April 12, 2021 (Monday) - 6pm Regular Planning Commission Meeting
- April 15, 2021 (Thursday) - 6pm Regular City Council Meeting
- April 24, 2021 (Saturday) – Drug Take Back Event
- May 1, 2021 (Saturday) - 9am-Noon Spruce-Up Stevenson



City of Stevenson

Phone (509)427-5970
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7121 E Loop Road, PO Box 371
Stevenson, Washington 98648

Stevenson City Council Goals for 2021-2022

Vision

Those citizens have now spoken, and their vision for the future is to proudly look out their window, walk down their street, or return for a visit in 2030 and honestly say:

“Stevenson is a friendly, welcoming community that values excellent schools and a small-town atmosphere. The natural beauty is enjoyed by residents and visitors through a network of recreational opportunities. The strength of Stevenson’s economy is built upon high quality infrastructure and a vibrant downtown that provides for residents’ daily needs. Stevenson takes advantage of our unique location on the Columbia River by balancing jobs, commerce, housing, and recreation along the waterfront.”

Mission

Stevenson is committed to investing in improved infrastructure, stewardship, community & human development. We will adapt, evolve, and progress to maintain our resilient and inviting small-town feel in an agile/nimble and fiscally responsible way.

Goals

The goals below are a list of priorities from council. Interwoven throughout these priorities is improved communication and engagement with the community, maintaining and improving current infrastructure and assets, and incorporating additional goals such as aggressive undergrounding of utilities and broadband within capital projects where possible.

1. **Wastewater Upgrades:** The city will continue working toward lifting the commercial sewer connection moratorium, building efficient, sustainable and affordable wastewater system upgrades with added BOD capacity by the end of 2022. *WWTP improvements on track to be completed by the spring of 2023, with collection system improvements completed by the end of 2023.*
 - a. Implement **updated rate structure** after completion of rate study by the end of 2020. *Rate study completed and the model will be updated in 2021 after funding streams are secured.*
 - b. **Relocate Public Works** equipment and materials with the expansion of the WWTP to be implemented with construction of the upgrades by the end of 2022. *In process.*
 - c. Continue with the **Sewer Lining** project to reduce Infiltration and Inflow at the wastewater treatment plant during rain events by inspecting 10% of the wastewater collection system each year and repairing as needed and as budget allows. *Completed in 2020 and scheduled for 2021.*

Stevenson City Council Goals for 2021-2022 (cont.)

- d. **Continue with minor improvements** in both collection system and plant and encouraging BOD reduction to reach a goal of 0 NPDES effluent violations.
 - e. **Apply** for construction funding with DOE, USDA and others to maximize grants and leverage low-interest loans to reduce cost impact to residents. **In process**
 - f. Complete funding package requirements for collection system and sign contracts by the end of 2020. **Completed.**
 - g. Complete and sign finding contracts for WWTP funding by the fall of 2021. **In process**
 - h. Complete permitting requirements for construction by the fall of 2021. **In process.**
 - i. Bid Lift Station and collection system construction project by the summer of 2021. **In process and on track.**
 - j. Begin construction on the lift stations and collection system by fall of 2021. **In process.**
 - k. Bid and begin construction on the WWTP by the end of 2021. **Funding dependent.**
- 2. Downtown Planning:** The downtown corridor will be thoughtfully planned to encourage utilization of the entire downtown, allow for safe and easy flow of traffic, and support mixed-use development by the end of 2024.
- a. A city-wide **Traffic Study** will be completed by the end of 2021. **In process.**
 - b. **Design Standards** outlined in the Downtown Plan will be reviewed and updated by the end of 2021. **In process.**
 - c. **Mixed-Use** – The city will reduce barriers to mixed use to encourage increase mixed use development by the end of 2024. **In process.**
 - d. **Aesthetic Improvements** -Vacant/derelict/unkept property ordinances will be in place by the end of 2022, a list of nuisance properties will be created in coordination with the Stevenson Downtown Association by the end of 2022 and nuisance properties will be enforced for a reduction of nuisances by 75% by 2024. **No progress made in 2020.**
 - e. **East-side Downtown Improvements** will be made to encourage development with an increase of developed or utilized properties of 25% by 2024.
 - i. First Street Overlook will be constructed in 2021. **In process.**
 - ii. Columbia Street Realignment will move forward with conceptualization and planning for a complete path forward with funding partners by the end of 2022. **In process.**
- 3. Fire Hall:** The city will partner with Skamania County Fire District 2 and the Skamania County Department of Emergency Management to build a new fire hall that meets the needs of the agencies, is affordable to the community and is a valued asset of Rock Creek Drive. **No progress made in 2020.**
- a. **Design Completion**
 - b. Apply for and secure **Construction Funding**
 - c. Enter into interlocal agreements between various agencies for the funding and/or maintenance of the property.
 - d. Complete construction
- 4. Water System Continued Maintenance**
- a. **Replace** most of the failing **AC Pipes**, about 30% of the city waterlines, by 2030. Projects outlined in the next few years include: **Projects included in CIP draft. Removed 645' last year and on track to remove another 645' this year.**
 - i. School Street

Stevenson City Council Goals for 2021-2022 (cont.)

- ii. Loop Rd
 - iii. Upper Russell (in conjunction with Park Plaza construction)
 - iv. Frank Johns
- b. Water Treatment Plant Maintenance includes reroof and painting interior. **In process.**
- c. Establish Hegewald Well as a permanent water source. **In process.**
- 5. **Develop Deliberate Growth Strategy** by the end of 2021. **To be discussed at retreat.**
 - a. Complete Capital Improvement Program **In process, delayed due to COVID**
 - b. Complete a Strategic Plan for the Fire Department **In 2021 budget.**

Remaining Uncompleted Goals from 2019-20204 Strategic Plan

- 6. **Unimproved Street Plan:** The city will develop an unimproved street plan to include funding mechanisms and opportunities by the end of 2019 and begin construction on at least one project by the end of 2021. **Project may be incorporated into the city-wide traffic study.**
 - a. **Del Ray** - The city will work property owners to determine development opportunities for public and private uses by the end of 2020.
 - b. **Lotz Road Improvements** will be included in the unimproved street plan.
- 7. **Housing Affordability:** The city will work with private and public partners to increase the availability of attainable housing by 20 units, reduce the unhoused population by 20% and increase temporary shelter availability by 75% by the end of 2024.
 - a. **Homeless/Temporary Housing** funding initiatives will be explored to in 2019 to obtain resources to help fund the goal with funds being collected in 2020 (SHB 1406 collected starting 8/1/20) and utilized by 2022.
 - b. Obtain property and develop infrastructure to support a Cascade Columbia Housing Corporation project. CDBG, WSHFC, and partner agency funds will be pursued as necessary.
- 8. **Russell Ave Rebuild:** Russell Avenue will be rebuilt from the Waterfront to Vancouver Ave to underground utility lines, improve pedestrian safety and enhance the experience by installing landscaping with **irrigation** to include **trees and planter boxes, benches and wayfinding signs** and have a completed **maintenance plan** by the end of 2024.
 - a. Phase 2 of the project, Second Street to Vancouver Ave, will be completed by 2024 and tie in with the Courthouse Plaza project if funding allows.
- 9. **Aggressive Conduit Plan/Undergrounding:**
 - a. The city will revise construction standards and practices by the end of 2021 to require undergrounding of utilities on street projects, develop rationale for variances, discuss reimbursement from utility companies on use of city installed conduit and review the reduction of separation standards for utilities within narrow road corridors.
 - b. The city will proactively install conduit for future use in all open ditches and boring projects.
- 10. **City Owned Facilities, ROW, Roads and Streets Continued Maintenance/Improvements:** the city will **be a leader in aesthetic improvements** and maintain facilities, property and Rights of Way.
 - a. **Landscaping** – The city will create a plan for landscaping and maintenance for city property and rights of way, which may include agreements with adjacent property owners, by the end of 2020.

Stevenson City Council Goals for 2021-2022 (cont.)

11. **Collaborative Meetings:** Set up a meeting for twice a year with elected representatives from the PUD, County, School District, EMS, City Council to begin in 2019.
12. **Exploring Industrial Sites:** Apply for a CERB grant to evaluate the feasibility of additional industrial sites away from the Waterfront by the end of 2019.
13. **Broadband**
 - a. The city will work with the Broadband Action Team to complete the Broadband Strategic Plan by the end of 2019.
 - b. The city will work with regional, state and federal agencies for funding and advisory roles to facilitate the completion and implementation of the Strategic Broadband Plan starting in 2020.
14. **Waterfront Development-**The City will work with the Port of Skamania to develop a waterfront development plan by the end of 2021.
15. **City Property Security** - The city will evaluate security needs at all city facilities and begin implementing security enhancements in 2019. **An interior security door has been installed to prevent visitors from coming behind the counter without authorization. Plexiglass has been installed as well.**
16. **Parks Plan** Develop a park plan to include maintenance of current parks and standards by the end of 2020.
 - a. **Pebble Beach/Slaughterhouse Point Trail** – Work with the Port of Skamania to develop the trail to link with the trail network throughout town by the end of 2024.
 - b. **Wayfinding Waterfront-Rock Creek** – Install wayfinding signage along the waterfront and Rock Creek by the end of 2021.
 - c. **Parks and Rec District** – Develop committee to research and evaluate interest for a park and recreation district by the end of 2020. Determine a way forward go/no go by 2021.
 - d. **Courthouse Plaza Agreement** – Work with Skamania County and Stevenson Downtown Association to develop an agreement for maintenance and park management by the end of 2019 or before construction begins.
17. **Partner with School District on Workforce Education Development** by the end of 2021.
18. **Communication Plan** – Include a communication plan for projects going forward and ensure it includes multiple medias-newspaper, website, Facebook, flyers, etc.
19. **Develop Youth Leadership Process** to include honorary student councilmembers by the end of 2020.
20. **Internship Program** –Annually reach out to universities and the high school regarding internship opportunities to work on projects that further the goals of the city.
21. **Post Office/Home Delivery** – Work with the post office to evaluate the options for expansion of home delivery and possible relocation of the post office by the end of 2024.
22. **Remodel City Hall** –reduce and organize city records by the end of 2022 to optimize the usable space for a remodel of city hall by the end of 2024. **Most of the Building Permits have been relocated and re-filed by address, making it easier to find documents when requested.**
23. **Work with the Stevenson Downtown Association, Stevenson Business Association, and Skamania Economic Development Council to Create a Guide for Businesses/Outside Resource** by the end of 2021.

Stevenson City Council Goals for 2021-2022 (cont.)

Completed Goals from 2019-2024 Strategic Plan

1. **Road Diet** – Study, review and revised road standards to reduce required rights of way for street development by the end of 2020. **Completed April, 2019.**
2. **Remodel City Hall** – remove surplussed items by the end of 2019. **Surplussed items removed.**
3. **Improve Financial Software System** Research new software options and ways to maximize current software with a recommendation to council on whether or not to change systems by the end of 2019. **Contracted with BIAS Software and implementation completed in 2019. Permitting module implementation in process.**
4. **Water System Continued Maintenance**
 - a. **SMART Meter Completion** – Select and install smart meters and begin monthly excess water usage charging by the end of 2019. **Commerce Grant signed and project substantially complete.**
5. **City Owned Facilities, ROW, Roads and Streets Continued Maintenance/Improvements:** the city will **be a leader in aesthetic improvements** and maintain facilities, property and Rights of Way.
 - a. Fill hole in front of high school and vegetate with trample-resistant, maroon and/or blue plantings that can survive without water by November 30, 2018. **Completed.**
 - b. Trim/Remove damage to all remaining city trees caused by the 2017 ice storms by March, 2019. **Completed.**
 - c. Replace dead plants from the Lodge Trail, Cascade Avenue and Kanaka Creek Road projects by March, 2020. **Completed.**
6. **Russell Ave Rebuild:** Russell Avenue will be rebuilt from the Waterfront to Vancouver Ave to underground utility lines, improve pedestrian safety and enhance the experience by installing landscaping with **irrigation** to include **trees and planter boxes, benches and wayfinding signs** and have a completed **maintenance plan** by the end of 2024.
 - a. Phase I of the project, Waterfront to Second Street will be completed by the end of 2019 with minimal impact to the downtown during the peak summer months, pending the acquisition of required easements. **Project substantially complete as of July 3, 2020!**
7. **Housing Affordability:** The city will work with private and public partners to increase the availability of attainable housing by 20 units, reduce the unhoused population by 20% and increase temporary shelter availability by 75% by the end of 2024.
 - a. **Homeless/Temporary Housing** funding initiatives will be explored to in 2019 to obtain resources to help fund the goal with funds being collected in 2020 and utilized by 2022. **In process. Sales Tax measure on the November ballot, 2019 failed and HB 1406 funds implemented and will take effect 8/1/20.**
 - b. The city will partner with the EDC to complete a **Buildable Lands Inventory** by the end of 2019. **Project completed.**
 - c. The city will partner with other agencies to complete a **Housing Needs Assessment** by the end of 2020. **Project completed.**
 - d. Reconsider zoning standards for configuration of ADUs (attached vs unattached) by March, 2019. **Completed May, 2019.**
8. **Wastewater Upgrades:** The city will continue working toward lifting the commercial sewer connection moratorium, building efficient, sustainable and affordable wastewater system upgrades with added BOD capacity by the end of 2021.

Stevenson City Council Goals for 2021-2022 (cont.)

- a. **Complete CERB Feasibility Study** on the Alternatives Analysis by the end of Feb, 2019 and implementation of proposed alternatives by August, 2019. **Final CERB Report completed Dec. 2020.**
- b. Contract with DOE for design funding by Jan 31, 2019. **Completed February, 2019**
- c. Advertise for Design Engineer immediately upon contract with DOE. Phase Design Engineering contract as necessary to address collection system (including pump stations and geotechnical study) prior to performance on WWTP design. **Contract signed April, 2019**
- d. **Complete Design** of the project to apply to DOE for construction funding by Oct, 2019. **Delayed until 2020 due to delay in DOE loan contract and CERB Study.**
- e. **Update Facilities Plan** with the CERB Study and design work by Oct, 2019. **CERB Study included in revised facilities plan update, submitted for DOE approval February, 2019. Design work will be completed and submitted to DOE end of June, 2020.**
- f. Plan for the relocation of Public Works equipment with the expansion of the WWTP to be implemented with construction of the upgrades by the end of 2021. **Alternatives sites researched and some relocation implemented.**
- g. Continue with the **Sewer Lining** project to reduce Infiltration and Inflow at the wastewater treatment plant during rain events by inspecting 10% of the wastewater collection system each year and repairing as needed and as budget allows. Contract for Geotech report as identified in GSP before repairs are made in Montell neighborhood. **Ongoing. The final report on Geotech for Montell neighborhood stated it is more cost effective to treat Infiltration and Inflow at the plant than to fix the sewer lines and install French drains.**
- h. Enter into agreements with all Significant Industrial Users for individual discharge limits and rates by the end of the second quarter 2019. **Signed agreement with Backwoods Brewing, draft with LDB remains in process.**
- i. Update FOG program to improve compliance by 90% by the end of 2019 and 100% by 2020. Updates shall include clear instructions of how the proposed escalating fees/fines will be imposed. **FOG Ordinance updated March, 2019.**
- j. Continue with minor improvements in both collection system and plant and encouraging BOD reduction to reach a goal of 0 NPDES effluent violations. **Ongoing. Coordinating with SIUs and Dirt Huggers for side stream material removal. Installed interim measures to improve plant performance and guide design.**



City of Stevenson

Leana Kinley, City Administrator

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7121 E Loop Road, PO Box 371
Stevenson, Washington 98648

To: City Council
From: Leana Kinley, City Administrator
RE: Extension of Services
Meeting Date: March 27, 2021

Executive Summary:

There are two city codes regarding the extension of city services (water and sewer utilities) past city limits. City Hall routinely receives inquiries on water service outside city limits, towards the top of Kanaka Creek Rd., in late summer and into the fall due to inadequate well supply. With increased demand for housing, the ability to supply water to the urban growth area outside city limits will allow for increased development. However, the existing infrastructure needs maintenance to ensure adequate supply in an efficient manner (less leaks).

Overview:

The two city codes restricting the extension of services were established in 1976 for sewer (SMC 13.04.060) and 1981 for water (SMC 13.16.040). Due to these codes, the only way to have city service if you are not currently connected is to annex into the city. This practice encourages annexation into the city.

This practice also keeps the focus of infrastructure on current system maintenance needs and extensions within city limits. Current water system needs, without extensions, add up to an estimated \$3.4M. The wastewater system needs, without extensions adds up to \$14.6M. Extensions along Loop Rd. up Frank Johns, along Iman Cemetery Rd and along Foster Creek/Ryan Allen add up to \$3.9M.

The cost to extend water up Kanaka Creek Rd. to Baker Rd. is an estimated \$4.1M according to our 2017 Water System Plan (WSP). Extensions suggested in the WSP include SR-14 East, SR-14 West, Maple Way-Loop East and Maple-Way-Loop West total \$3.6M and contain areas both in and out of city limits.

The discussion is around facilitating additional development in the area with increased services by allowing extension of city services outside city limits, and if so, under what conditions. Or maintaining the current system and expanding within city limits to maximize development within the city prior to expanding outside city limits.

Action Needed:

None at this time, discussion only.

Data & Resources

REAL 101 & 102: Advancing racial equity

AWC partnered with the National League of Cities (NLC) to strengthen local government leaders' knowledge and capacity to eliminate racial disparities, heal racial divisions, and build more equitable communities.

Already have access? [Log in](#) to watch recordings of this two-part webinar series. Videos will appear at the bottom of the page.

[Register for access to the recordings.](#)

REAL 101: Understanding racial equity in local government

The session provides an overview of the history of institutional and structural racism in America. These are the initial steps to normalizing the conversation around racial equity. This training equips participants with a shared language to discuss racial equity, examine existing racial disparities, and explore the implications for advancing racial equity.

REAL 102: Advancing racial equity in local government

This session explores the implications and impacts of institutional and structural racism. It deepens the work of normalizing the conversation around racial equity. Participants are introduced to the use of a racial equity tool as they explore structural changes to daily operations, budgeting, communications, community engagement, and decision-making.



City elected officials earn 3 credits toward the [Certificate of Municipal Leadership](#) in the *effective local leadership* competency area.

Advancing Racial Equity at the Local Government Level

September 24, 2020 by [Leah LaCivita](#)
Category: [Inclusive Communities](#)



*Coauthored by Tracy Burrows,
Executive Director, MRSC.*

Across Washington State, many local governments are making a commitment to advancing racial equity. They may be in the early stages – forming advisory groups or gathering data – or in a more advanced effort – reviewing and revising policies and procedures that create barriers to progress toward equity and inclusion. This blog post will look at why local governments are

pursuing these efforts, the community and organizational context for this work, and the role of training and outside facilitators in such efforts. For additional examples of actions that local governments are taking to address these issues, see our blog post: [Diversity, Equity, and Inclusion efforts in Washington State](#).

Background

The [Government Alliance on Race and Equity \(GARE\)](#) defines racial equity as "when race can no longer be used to predict life outcomes and outcomes for all groups are improved." People of color are more likely to experience worse outcomes than white people across broad areas, including child welfare, health disparities, health care access, juvenile justice, education, and economic development and stability. Government can play a key role in advancing racial equity through policy and institutional strategies aimed at closing gaps and improving outcomes for all groups.

Approaches

Local government efforts to advance equity generally have two broad areas of focus: community (external) or organizational (internal).

Community

Community-focused efforts work to transform local government outreach and service delivery to the broader community. Components of this work include local government staff and elected officials meeting with and listening to diverse communities in order to build relationships and identify obstacles to achieving equity. Local examples of community-focused racial justice initiatives include:

- Forming a Diversity, Equity and Inclusion (DEI) task force of community members ([College Place Diversity and Inclusion Advisory Board](#));
- Celebrating diversity within the community through proclamations and public-facing events ([Edmonds Diversity Film Series](#) and [Lacey Cultural Celebration](#));
- Designing outreach strategies to include communities that have not been heard or represented ([Everett Mayoral Directive: Community Engagement and Inclusion](#));
- Convening a citizen's police advisory committee ([Pasco Citizen's Advisory Committee](#)); or
- Analyzing and reallocating capital investments and public services as needed to ensure equitable distribution of resources within the community ([Seattle Equitable Development: Financial Investment Strategy](#)).

Organizational

Organizational-wide focused efforts focus on transforming the local government workplace into a more inclusive, diverse, and equitable environment. This work typically begins with equity training for staff and elected officials. Local examples of organizational-focused initiatives include:

- Completing an organizational assessment ([Snohomish County Diversity, Equity, and Inclusion Assessment](#));
- Establishing an internal equity team that works to develop a deeper understanding of the organizational practices and policies that impede progress on inclusion and equity ([Government Alliance on Race & Equity, Racial Equity Core Teams](#));
- Developing organizational tools that suggest options for remedying long-standing inequities ([Renton Equity Lens](#)); and
- Reforming hiring practices to raise awareness of and reduce bias as much as possible ([Tacoma Handbook for Recruiting, Hiring & Retention](#)).

Many local governments are working to advance equity on both of these fronts — in relationship to the broader community and within the organization. There is no formula for achieving the right balance between efforts focused on the community or the organization but collecting community and organizational data related to disparities in representation and outcomes can help identify priorities.

Types of Training and Facilitated Conversations

For many local governments, the pathway toward advancing equity begins with training and facilitated conversations for staff and elected officials. This training is helpful in building a common vocabulary and understanding of race equity concepts across the organization. It often starts with examining how personal identity and lived experience shape our individual ideas about race, and then it advances to addressing structural and institutional barriers to equity. Skilled facilitation can help guide participants through challenging conversations that are essential to achieving change.

There are many different types of diversity and racial equity training offered by consultants and consulting organizations. The consulting firm Cultures Connecting has developed a [facilitator and consultant directory](#) to help agencies identify available consultants and services working in the state. There are also trainers who specialize in working with police department staff and typically have the skills to reduce the defensiveness around this topic that law enforcement officers may bring into the training.

Below is just a brief overview of some training types, starting with more personal explorations of race equity issues and progressing to training more focused on transforming institutions and structures.

Training Focused on Interpersonal Relationships and Understanding

- Implicit Bias/Unconscious Bias training focuses on the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. This training is effective in raising awareness of the existence of implicit bias. Behavioral change is rarely accomplished by any single training and, instead, is founded in an individual commitment to making a change and acting on that commitment.
- Microaggressions training raises awareness of brief and commonplace verbal and behavioral indignities, whether intentional or unintentional, that communicate hostile or negative racial slights and insults toward people of color. This training underscores the negative impact of these communications and provides strategies for interrupting workplace microaggressions in the moment.
- Cultural Competency training helps participants explore how individual identity develops as well as attitudes towards cultural differences. It also focuses on broadening individual knowledge of different cultural practices and worldviews and build skills in bridging these cross-cultural differences.

Training Focused on Changing Institutional Racial Inequities

- Building Organizational Capacity training uses a series of related workshops to encompass the breadth and depth of institutional transformation. Through this model, a core group within the agency develops the expertise to champion equity initiatives and provide peer-to-peer training to coworkers.
- Undoing Institutional and Structural Racism training focuses on the role race has played in shaping economic and social institutions as well as addressing the cumulative impact of race-based inequities and disparities. This training explores the differences between individual, institutional, and structural racism and typically provides tools to achieve more inclusive decision-making within groups and institutions.

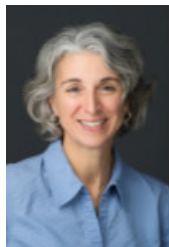
Additionally, training can be developed specific to a profession (e.g., police) or a level within an organization (leadership, front-line workers) or targeting a specific topic (recruiting and retaining diverse staff).

Conclusion

Local government can be a powerful and proactive force for equity and inclusion; however, leadership buy-in and robust initiatives at all levels of the organization are required, as a one-time training will not result in the systemic change needed to truly create behavioral and institutional change.

MRSC has been in communication with local governments across the state to gather information about racial diversity and equity initiatives being undertaken as we develop more resources on this topic to help support these efforts. Our [Inclusive Public Engagement Strategies](#) webinar on Wednesday, October 28 will review strategies for building relationships with diverse groups, thereby helping public agencies reduce misperceptions and promote a more cohesive community. We hope you'll consider joining us for this event.

MRSC is a private nonprofit organization serving local governments in Washington State. Eligible government agencies in Washington State may use our free, one-on-one [Ask MRSC service](#) to get answers to legal, policy, or financial questions.



About Leah LaCivita

Leah joined MRSC as a Communications Coordinator in the fall of 2016 and manages MRSC's blog and webinar training program, in addition to developing website content.

[VIEW ALL POSTS BY LEAH LACIVITA](#) ▶

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2021 Training and Education Summary

*This list reflects COMPACT training opportunities by category. Courses may be offered as regional, *exclusive, reimbursed or co-sponsored as indicated, and are subject to change.*

Scheduled sessions are available for registration at www.wciapool.org

Administration

City Clerks, City Attorneys, Finance, & Risk Management

WCIA Trainings

- Verbal De-Escalation Course*

Co-sponsored/Reimbursement Programs

- Association of Washington Cities (AWC) Managing Risks Associated with Homelessness: 3-Part Webinar Series
- Jurassic Parliament Webinars
- Municipal Research and Services Center (MRSC) Webinar-A Review of Purchasing Practices and Service Contracting **NEW**
- Municipal Research and Services Center (MRSC) Webinar-An Introduction to Public Works Contracting **NEW**
- Municipal Research and Services Center (MRSC) Webinar-Ethical Considerations for Local Government and Staff **NEW**
- Municipal Research and Services Center (MRSC) Webinar-Facilitating Great Online Meetings **NEW**
- Municipal Research and Services Center (MRSC) Webinar-PRA and OPMA Case Law Update
- Municipal Research and Services Center (MRSC) Webinar-Public Records Act Basics & More-Virtual Workshop **NEW**
- Municipal Research and Services Center (MRSC) Webinar-Roles and Responsibilities in Local Government **NEW**
- Municipal Research and Services Center (MRSC) Webinar-What to Consider When Closing Out a Public Works Contract **NEW**
- Northwest Clerks Institute Professional Development I, II, III or IV
- Northwest Clerks Institute Virtual Professional Development Series-Supporting Our Elected Officials in Times of Calm and Crisis
- Northwest Clerks Institute Virtual Professional Development Series-Talent Development and Coaching
- WA Municipal Clerks Association (WMCA) Annual Conference
- WA Municipal Clerks Association (WMCA) Academy

Cyber Security

IT Staff & Risk Management

Co-sponsored/Reimbursement Programs

- Association of County and City Information Systems (ACCIS) Conferences
- Certified Information Systems Security Professional (CISSP)
- Cyber Security Awareness Online Training

***Exclusive** – These programs are exclusive to the requesting member. For details contact our Member Services Coordinator, Maria Orozco at mariao@wciapool.org



2021 Training and Education Summary

Dispatch

Departments, Management and/or Staff

Co-sponsored/Reimbursement Programs

- Association of Public-Safety Communications Officials (APCO) Certified Public-Safety Executive
- Association of Public-Safety Communications Officials (APCO) Project 33 Agency Training Program Certification
- Association of Public-Safety Communications Officials (APCO) Registered Public Leader (RPL)
- Association of Public-Safety Communications Officials (APCO) - National Emergency Number Association (NENA) WA 911 Forums
- Association of Public-Safety Communications Officials (APCO) - National Emergency Number Association (NENA) WA Public Safety Communications Conference
- WA Commission on Accreditation for Law Enforcement Agencies (CALEA) Accreditation
- Crisis Intervention Team Training (CIT) 8HR In-Service-Fire/EMS-King County
- Emergency Medical Services (EMS) Online Dispatch Training Certifications or Re-Certifications
- International Academies of Emergency Dispatch (IAED) Accreditation
- International Academies of Emergency Dispatch (IAED) Emergency Fire Dispatcher Training Certifications or Re-Certifications
- International Academies of Emergency Dispatch (IAED) Emergency Medical Dispatcher Training Certifications or Re-Certifications
- International Academies of Emergency Dispatch (IAED) Emergency Police Dispatcher Training Certifications or Re-Certifications
- International Association of Emergency Management (IAEM) Certified Emergency Manager
- National Emergency Number Association (NENA) Emergency Number Professional

Fire

Departments, Management & Staff

Co-sponsored/Reimbursement Programs

- Crisis Intervention Team Training (CIT) 8HR In-Service-Fire/EMS-King County
- Emergency Vehicle Incident Prevention (EVIP)
- International Academies of Emergency Dispatch (IAED) Emergency Fire Dispatcher Training Certifications or Re-Certifications
- Lexipol-Fire
- WA Fire Chiefs (WFC) Annual Conference

***Exclusive** – These programs are exclusive to the requesting member. For details contact our Member Services Coordinator, Maria Orozco at mariao@wciapool.org



2021 Training and Education Summary

Fleet

Departments, Management and/or Staff

WCIA Trainings

- WCIA Fleet Risk Management 101

Co-sponsored/Reimbursement Programs

- American Public Works Association (APWA) Certified Public Fleet Professional
- American Public Works Association (APWA) Public Fleet Management Certificate
- EverSafe Defensive Driving Program-4-hour Online Defensive Driving Course
- NW Safety Consultants-Behind the Wheel Driver Skills Course

Jails

Departments, Management and/or Staff

Co-sponsored/Reimbursement Programs

- Crisis Intervention Team Training (CIT) 8HR In-Service-Corrections
- Lexipol Custody

Parks

Department Management, Supervisors & Staff

WCIA Trainings

- WCIA Parks Risk Management 101

Co-sponsored/Reimbursement Programs

- Aquatic Facility Operator Certification
- British Columbia Recreation and Parks Association (BCRPA) Parks Professional Pathways Conference
- Certified Playground Safety Inspector (CPSI)
- Commission for Accreditation of Park and Recreation Agencies (CAPRA)
- International Northwest Parks and Recreation Association (INPRA) Pacific Northwest Resource Management School
- International Society of Arboriculture (ISA) Arborist Municipal Specialist
- International Society of Arboriculture (ISA) Board Certified Master Arborist
- International Society of Arboriculture (ISA) Certified Arborist
- International Society of Arboriculture (ISA) Certified Arborist Utility Specialist
- International Society of Arboriculture (ISA) Certified Tree Worker Aerial Lift Specialist
- International Society of Arboriculture (ISA) Certified Tree Worker Climber Specialist
- International Society of Arboriculture (ISA) Tree Risk Assessment Qualification
- National Drowning Prevention Alliance (NPDA) National Water Safety Conference Online
- National Recreation and Park Association (NRPA) Certified Parks and Recreation Professional or Executive

***Exclusive** – These programs are exclusive to the requesting member. For details contact our Member Services Coordinator, Maria Orozco at mariao@wciapool.org



2021 Training and Education Summary

Parks (cont.)

Department Management, Supervisors & Staff

Co-sponsored/Reimbursement Programs

- National Swimming Pool Foundation (NSPF) Certified Pool Operator
- WA Recreation & Park Association (WRPA) Annual Conference and Tradeshow
- WA Recreation & Park Association (WRPA) Pacific Northwest Aquatic Conference
- WA Recreation & Park Association (WRPA) Risk Management School
- WA State Association of Senior Centers (WSASC) Annual Conference
- WSU Integrated Pest Management (IPM) Programs

Personnel

Human Resources, Risk Management, Management, Supervisors & Staff

WCIA Trainings

- HOW TO-Practical Guides for Supervisors
- WCIA Webinar-Best Practices for Managing a Hybrid Workplace **NEW**
- WCIA Webinar-Developing Leaders **NEW**
- WCIA Webinar-Evaluating Employee Performance in the “New Normal”
- WCIA Webinar-Foundations of Implicit Bias
- WCIA Webinar-Supervisor Boot Camp
- WCIA Webinar-Managing Challenging Conversations
- WCIA Webinar-WCIA Human Resources Forum

WCIA Supervisory Skills Credentialed Program

- WCIA Webinars-Building Supervisory Skills – 101, 201 and 301
- WCIA Webinar-Harassment, Discrimination, & Retaliation Prevention for Supervisors: Part 1 of Summit Supervisory Series
- WCIA Webinar-An Overview of Leave Laws and Guidance on Reasonable Accommodation: Part 2 of Summit Supervisory Series
- WCIA Webinar-A Legal Guide to Due Process, Performance Management, Discipline and Discharge: Part 3 of Summit Supervisory Series

WCIA Supervisory Skills Credentialed Program-Continuing Education

- WCIA Webinar-Approaching Supervisory Situations with Confidence
- WCIA Webinar-Best Practices for Coaching and Counseling
- WCIA Webinar-Transitioning to Discipline

Co-sponsored/Reimbursement Programs

- Association of Washington Cities (AWC) Labor Relations Institute
- WA Department of Enterprise Services (DES)
 - DES-Crucial Conversations
 - DES-Disrupting Microaggressions Workshop
 - DES-Diversity and Inclusion
 - DES-Leading Others
 - DES-Leading Teams



Insurance Authority

2021 Training and Education Summary

Personnel (cont.)

Human Resources, Risk Management, Management, Supervisors & Staff

Co-sponsored/Reimbursement Programs

- WA Department of Enterprise Services (DES)
 - DES-LLPA Diversity Management
 - DES-Mitigating Implicit Bias in the Hiring Process Workshop
 - DES-Recognizing Implicit Bias Workshop
 - DES-Steps to Becoming a Supervisor
- Society for Human Resources Management (SHRM) Webinars
- Summit Law Group Webinars
- WA Public Employer Labor Relations Association (WAPELRA) Conferences

Planning

Planning Department & Code Enforcement Management & Staff

Co-sponsored/Reimbursement Programs

- American Planning Association (APA) Policy and Advocacy Conference
- American Institute of Certified Planners (AICP) Certification
- International Code Council (ICC) Code Specialist
- International Code Council (ICC) Permit Technician Certification
- International Code Council (ICC) Property Maintenance Housing Inspector Certification
- International Code Council (ICC) Zoning Inspector Certification
- Planning Association of Washington (PAW) Annual Conference
- Planning Association of Washington (PAW) Boot Camps
- Planning Association of Washington (PAW) Webinar-Elevating community engagement with a lens of equity and inclusion **NEW**
- Planning Association of Washington (PAW) Webinar-Moving forward together as a planning community
- WA Association of Building Officials (WABO) Annual Education Institute
- WA State Association of Permit Technicians (WSAPT) Conferences
- WA State Department of Commerce (COM) A Short Course on Local Planning

Police

Department Chiefs, Command Staff, Management, Supervisors & Staff

WCIA Trainings

- WCIA Police Chiefs Forum

Co-sponsored/Reimbursement Programs

- Commission on Accreditation for Law Enforcement Agencies (CALEA)
- Criminal Justice Training Commission (CJTC)
 - CJTC – Blue Courage Workshop
 - CJTC – Blue Courage Train the Trainer
 - CJTC – First Level Supervision

***Exclusive** – These programs are exclusive to the requesting member. For details contact our Member Services Coordinator, Maria Orozco at mariao@wciapool.org



2021 Training and Education Summary

Police (cont.)

Department Chiefs, Command Staff, Management, Supervisors & Staff

Co-sponsored/Reimbursement Programs

- Criminal Justice Training Commission (CJTC)
 - CJTC – Law Enforcement Records
 - CJTC – Middle Management
 - CJTC – NW Law Enforcement Command College
 - CJTC – NW Law Enforcement Command College Executive Training Day
 - CJTC – Pre-Supervisors
 - CJTC – Property and Evidence Officer
- Crisis Intervention Team Training (CIT)
 - CIT – 40HR Basic-King County
 - CIT – 40HR Basic-Statewide
 - CIT – 8HR In-Service-King County
 - CIT – 8HR In-Service-Corrections-King County
 - CIT – 8HR In-Service-Fire/EMS-King County
 - CIT – 8HR In-Service-Statewide
 - CIT – Force Options
 - CIT – Mental Health First Aid for Criminal Justice
 - CIT – Youth 8HR
- Emergency Vehicle Operator Course (EVOC)
- Emergency Vehicle Operator Course (EVOC) Instructor Course
- Firearms Simulation Training (FATS)
- Law Enforcement Information and Records Association (LEIRA) Fall Conference
- Law Enforcement Information and Records Association (LEIRA) Public Disclosure– Beginner & Advanced
- Lexipol Police
- VirTra Operators-Firearms Simulation Training for Instructors **NEW**
- WA Association of Sheriffs and Police Chiefs (WASPC) Accreditation
- WA Association of Sheriffs and Police Chiefs (WASPC) Loaned Executive Management

Public Officials

Elected and Appointed Officials, Council, Commissions, Boards & Committees

WCIA Trainings

- ABCs for the BCCs*
- Council Do's and Don'ts*
- Land Use Decision Making*
- Respecting the Roles of Policy Makers and Administrators*

Co-sponsored/Reimbursement Programs

- Association of Washington Cities (AWC) Managing Risks Associated with Homelessness: 3-Part Webinar Series
- Jurassic Parliament Webinars



2021 Training and Education Summary

Public Officials (cont.)

Elected and Appointed Officials, Council, Commissions, Boards & Committees

Co-sponsored/Reimbursement Programs

- Municipal Research and Services Center (MRSC) Webinar-PRA and OPMA Case Law Update
- Municipal Research and Services Center (MRSC) Webinar-Roles and Responsibilities in Local Government **NEW**
- Planning Association of Washington (PAW) Annual Conference
- Planning Association of Washington (PAW) Boot Camps
- WA State Department of Commerce (COM) A Short Course on Local Planning

Public Works

Department Engineering and Operations, Management, Supervisors & Staff

WCIA Trainings

- Flagger Certification & Re-Certification, WAC 296-155-305-7 **Exclusive*
- Taking the Mystery Out of Insurance and Indemnity Requirements for Contracts
- WCIA Public Works Forum
- WCIA Public Works Risk Management 101

Co-sponsored/Reimbursement Programs

- American Public Works Association (APWA) Accreditation
- American Public Works Association (APWA) CAEC Pro-Back to Contracts Basics
- American Public Works Association (APWA) Certified Public Infrastructure Inspector
- American Public Works Association (APWA) Certified Stormwater Manager
- American Public Works Association (APWA) Construction Management Inspector
- American Public Works Association (APWA) Facilities & Grounds Management Certificate Workshop **NEW**
- American Public Works Association (APWA) Northwest Public Works Institute
 - Public Works Essentials
 - Developing Leaders
 - Public Works Leadership Skills
- American Public Works Association (APWA) Online Construction Inspection Workshop
- American Public Works Association (APWA) PWX@Home
- American Public Works Association (APWA) Virtual Snow Conference **NEW**
- American Public Works Association (APWA) WA Chapter Conference
- Flagger Certification or Re-Certification-Individual
- International Municipal Signal Association (IMSA) Public Safety Telecommunications
- International Municipal Signal Association (IMSA) Roadway Lighting
- International Municipal Signal Association (IMSA) Signs and Markings
- International Municipal Signal Association (IMSA) Traffic Signal Technician
- International Municipal Signal Association (IMSA) Work Zone Temporary Traffic Control



2021 Training and Education Summary

Public Works (cont.)

Department Engineering and Operations, Management, Supervisors & Staff

Co-sponsored/Reimbursement Programs

- Municipal Research and Services Center (MRSC) Webinar-An Introduction to Public Works Contracting **NEW**
- Municipal Research and Services Center (MRSC) Webinar-What to Consider When Closing Out a Public Works Contract **NEW**
- National Stormwater Center-Certified Stormwater Inspector-Municipal

WCIA Staff Trainings

Departments, Management & Staff

WCIA Trainings

- An Introduction to Risk Management Essentials
- Taking the Mystery Out of Insurance and Indemnity Requirements for Contracts

*All *Exclusive Trainings*

- WCIA Council Do's and Don'ts
- WCIA Orientations
 - New Member, New City Manager, Claims Contact, Delegate or Alternate
 - Police Chief, City Attorney, HR Manager

Online Trainings

Department staff trainings available 24-7 from individual computer

WCIA Online Academy

To see a list of trainings offered through the WCIA Online Academy:

- Go to www.wciapool.org and click *Training & Education*.
- Click *Virtual Classroom* and click on *WCIA Online Academy* logo.
- <http://www.wciapool.org/education-training/virtual-classroom>



Exclusive Trainings Guidelines and Member Responsibilities

Exclusive Trainings are trainings for Members who seek to train a group of their own employees. This is a cost-shared program between the Member and WCIA, in which limited financial support is provided. Exclusive Trainings defined under this program must:

- Be conducted by an attorney or consultant either recommended by WCIA or selected by the Member and can be conducted in-person or online.
- Have an emphasis on risk management, liability exposure mitigation or leadership development.
- Limited to group training opportunities only

Note: Programs listed under the *2021 Eligible Reimbursement Programs* cannot be applied under the *Exclusive Training* program.

Areas of training applicable under the Exclusive Training program include but are not limited to:

- Anti-Bias, sensitivity, diversity, and inclusivity training
- Driver improvement training
- Elected officials' roles and responsibilities
- Flagger certification
- Land use decision making
- Supervisory and employment law training
- Workplace communications

Note: Other topic areas may qualify. Priority is given to programs that have a risk management component and/or provide mitigation to a covered risk exposure.

Delegate Approval and Advance WCIA Notification Required:

- The entity's assigned WCIA Delegate has oversight on the distribution of the funding under the Exclusive Training program. The requesting individual will need to confer with their entity's assigned WCIA Delegate first to grant permission for entity to apply program under the Exclusive Training program.
- Assigned WCIA Delegate **must** notify WCIA Member Services Coordinator, Maria Orozco, mariao@wciapool.org to guarantee approval. Failure to notify WCIA in advance may result in reimbursement denial.
- For approval consideration, Delegate must provide an outline or description of the training program, name of the facilitator or agency conducting the agency, proposed date of training, and training fees.
- Funds are available on first-come, first-served basis. Members are encouraged to notify WCIA early in the year to guarantee reimbursement approval.

Exclusive Training Scheduling and Logistics:

- Member is responsible for scheduling, confirming, and coordinating all training logistics directly with trainer.
- Member is responsible for securing training venue or teleconferencing platform for online training, accommodating AV requirements needed by trainer, making copies of training materials and disseminating materials to participants, etc.
- If the Member decides to open the training to other jurisdictions, it is at their discretion. The Member is responsible for registration and logistics of external participants. Reimbursement eligibility is limited to the Member paying for training.



Member Reimbursement

- Member is **accountable for paying for the training invoice first** and then is eligible for partial reimbursement through WCIA.
- Member qualifies for 50 percent reimbursement of the training fee, **not to exceed \$3,000** for a Member, per year. Expenses pertaining to facility rentals, purchase of refreshments, copying charges, or other incurred costs are not eligible for reimbursement.
- Member is required to submit the reimbursement submittal upon program completion **within 30 days** of receipt of invoice. All reimbursement submittals must be provided to WCIA by the annual reimbursement deadline of the **second Friday of December**. Failure to meet deadline will result in reimbursement denial.
- Reimbursement must be submitted via the Origami Member Portal by designated Origami user. Submit under the category **EXCLUSIVE TRAINING**. Must provide a copy of the training invoice and attendance roster for verification.
- Only training that occurs within the current year is eligible for reimbursement. Training from a previous year is not eligible.
- If you have any questions, please contact Member Services Coordinator, Maria Orozco at mariao@wciapool.org or 206-687-7895.



Cultures Connecting
Addressing Race Relations
in the 21st Century

Facilitator & Consultant Directory

Developed By:

CULTURES CONNECTING, LLC

Who We Are

Our Vision: A world based on principles of equity and justice where all people recognize their roles as agents of change.

Our Mission: To provide culturally relevant professional development and consulting services to individuals and organizations committed to excellence through equity. We design workshops that support both youth and adult participants by:

- Increasing Awareness of their values biases, beliefs, and stereotypes;
- Expanding Knowledge of diverse groups and their values, beliefs, communications styles, perspectives and experiences of oppression;
- Developing Skills to work effectively across cultures by using their awareness of self and knowledge of others;
- Taking Action or Advocating in their workplace and community to create a culture of respect and promote justice.

Contact Us

17701 108th Ave SE #353,
Renton, WA 98055
www.culturesconnecting.com

NOTE: Cultures Connecting does not endorse the people referenced in this directory. It is up to the individual to interview and request references to determine which facilitator/consultant might best fit your individual or organization's needs.

If you know of other contacts in the field you would like to have added to the directory, please contact Mercedes Robinson at mercedes.robinson@culturesconnecting.com.

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Facilitators/Consultants

Alma Villegas

206-229-3370

alma@almavillegasconsulting.com

www.almavillegasconsulting.com

Specializing in racial equity action planning and implementation.

Amy Burtaine

303-718-9036 – Direct

aburtaine@gmail.com

Equity Trainer, Facilitator, and Consultant specializing in social justice and racial equity. Works to help white-identifying folks the dynamics of racism, their role in keeping racist structures in place, and how to become more active in the work of racial equity and collective liberation.

Arunga & Associates

Dr. Marcia Tate Arunga

425-271-4149 – Direct

marciaarunga@gmail.com

Specializing in intercultural communications, inclusive leadership strategies, and cultural competency. Preferred consultant work in facilitating strategic planning meetings, retreats, and training seminars.

Ashley McGirt, MSW

253-951-9990

mcgirtcounseling@gmail.com

www.ashleymcgirt.com

Empowering persons of color navigate themselves to better health and well-being at home and in the workforce.

Awake, Powerful & Free LLC

Sydnor Hain-Fawzi, MA

415-261-1514

awakepowerfulfree@gmail.com

www.sydnorhain.com

Provides individual and group coaching on dismantling white supremacy culture in ourselves and our organizations.

Becoming Justice

Melia LaCour

206-769-4879

melia@becomingjustice.com

Collaborating with clients in education, non-profit, and the corporate sector to support capacity-

building for organization change with a racial equity lens through coaching, facilitation, and professional development.

Benita R. Horn & Associates

Benita R. Horn

206-579-0099

brhorn2000@gmail.com

Consultant, keynote speaker, facilitator, coach and trainer specializing in social justice and building capacity in organizations and communities.

The Change Starter

Allie Simmons

240-416-8275

allietconvostarter@gmail.com

allietconvostarter.com

Hosts conversations centered around having a “raw and honest” dialogue on race/race relations, consulting, and guest speaking.

Children’s CommUNITY

Monica Koller, MS

510-828-6553

childrenscommunitybellingham@gmail.com

www.childrenscommunity.weebly.com

Fostering inter-culturalism through consulting, children’s programs, and diversity workshops, for children, families, and youth organizations.

Christina Chang Equity Consulting

Christina Chang

206-261-5987, 206-898-3364

czwchang@gmail.com

Transforming your organization by taking a systems approach to your diversity and equity goals.

Circle Works

Pamela A. Taylor, Ph.D.

206-851-9782

circleworks4sj@gmail.com

Social Justice Consultants offering consulting, coaching, and training utilizing the peacemaking circle process, theories of nonviolence, and other restorative practices to resolve conflict and bring about racial equity and social justice.

Class Action

Anita Garcia Morales

206-409-2120

anitamorales1@gmail.com

www.classism.org

Social justice and equity focused trainer, specializing in classism and Latinx communities.

Community Connections Consulting

Greg Taylor

425-917-8054

greg@cconnectconsult.com

www.cconnectconsult.com

Training and facilitation for groups in business, education, government, healthcare, nonprofit, and criminal justice sectors.

Crux Consulting Consortium

Barbara Grant

206-713-8733

info@cruxnw.com

www.cruxnw.com

Cultures Connecting, LLC

Caprice Hollins, Psy.D.

206-353-2831

caprice.hollins@culturesconnecting.com

Ilsa Govan

206-568-8556

ilsa.govan@culturesconnecting.com

www.culturesconnecting.com

Provides culturally relevant professional development, consulting, and keynotes addressing race relations.

Dare to be Different

Dannette Allen

206-860-5663

standstronglivefree@gmail.com

Empowerment building and spirit care for people who are different and their difference falls outside of accepted societal norms and values; and as such, they must develop the skills and stamina to courageously stand for their human rights and freedom.

Diversity & Inclusions Professional

KJ Williams

risekj.com

Specializing in individual and group diversity and inclusion training.

The Diversity Collaborative

Lonnie Lusardo

206-325-4595

lonll@aol.com

www.diversitycollaborative.com

Training and development services on cultural competency, generational issues, sexual orientation at work, transgender issues at work, conflict management, and more.

The Institute for Inclusive Leadership

Kisha Xiomara Palmer

206-535-5642

kisha@instituteforinclusiveleadership.com

www.instituteforinclusiveleadership.com

Inclusive Leadership consultant, coach and facilitator specializing in capacity building and organizational alignment through a Diversity, Equity and Inclusion framework.

Educate to Liberate Consulting (E2LC)

Marion Smith Jr., EdD

Marion@ed2liberate.com

Nikum Pon, PhD

Nikum@ed2liberate.com

www.ed2liberate.com

A learning-focused consulting group founded and operated by men of color scholar-practitioners providing training, consulting, and coaching services to help reimagine ways of engagement in education systems that challenge the status quo.

Emissary Educational Services

Kevin Baker

804-651-9317

kevinbaker822@gmail.com

Consultant, trainer, and workshop facilitator specializing in equity in education, bias/unconscious bias, cultural diversity and inclusion.

Equity Matters

Heidi Schillinger, MSW

heidischillinger@gmail.com

CiKeithia Pugh

cikeithia@equitymattersnw.com

206-372-2413

www.equitymattersnw.com

Training, assessments and consultation around racial equity and systemic change for k-12 education.

Erin Jones

360-918-3498

erinjones93@gmail.com

Inspiring students, educators, church attendees, and those serving in the non-profit sector in developing culturally responsive practices that better serve all.

Executive Diversity Services, Inc.

Elmer J. Dixon

206-224-9293

edixon@executivediversity.com

www.executivediversity.com

Training, consulting, and organizational development services directed toward expanding cultural diversity within companies.

F.A.C.E. Consulting Collaborative

Mike Beebe

206-354-7312

mpbeebe@gmail.com

www.leadershipforchangeconsulting.com

Specializing in facilitation, strategic planning, curriculum development, team building, and leadership development.

Fleur Larsen Facilitation

Fleur Larsen

360.790.4293

fleurlarsenfacilitation@gmail.com

www.fleurlarsenfacilitation.com

Facilitator focused on equity, social justice, diversity and inclusion, team building, emotional intelligence, experiential education and community development.

Fro Pros: Fostering Real Opportunities

Regent Brown

206-954-0230

www.fropros.com

Personal transformation coach and organizational racial equity development facilitator.

The Gender Sensei

Mac Scotty McGregor

shihanmcgregor@gmail.com

www.facebook.com/thegendersensei

Educator and activist on gender, sexuality, and LGBTQ rights.

Harden Consulting Group, LLC

Dr. Kimberly Harden

206-427-5037

kimberly@hardenconsultinggroup.com

www.hardenconsultinggroup.com

Offering innovative solutions for addressing workplace challenges with diversity, equity, inclusion, and talent management and retention.

Hooks Global

Karena Hooks, MSW

425-308-2598

karena@hooksglobal.com

Social justice and equity focused trainer, including a specialization in primary and secondary education. Work with groups and one-on-one coaching.

Human Interop

Louise Penberthy

206-930-1113

humaninterop@gmail.com

www.humaninterop.com

Training, leadership coaching, conflict resolution, and mediation for individuals and organizations.

Imik Enterprises

Kimi Irene-Ginn

253-273-2999

imik1@msn.com

www.imikenterprises.com

Multicultural education specialist facilitating cultural diversity training to students, groups, and organizations.

Judy Blair

206-617-1877

judy@judy-blair.com

www.judy-blair.com

Facilitating race-based affinity groups or caucuses within a larger racial equity framework that centers the voices and experiences of people of color.

Services: Anti-Racism Coaching; Nonprofit Board Member Mentoring; Caucusing; Anti-racism Colloquies; General Facilitation

Karen A. Johnson, Ph.D.

360-888-5767

dr.kjohnson888@gmail.com

Provides workshops, keynotes consulting and coaching focused on race.

Kerensa Mabwa

360-481-1859

kerensa.mabwa@gmail.com

Facilitates workshops on embracing racial/cultural difference; hosts talking circles and coaching for building equitable community.

Kids and Race

Jason Frelot

206-902-0457

www.talkingrace.org

Empowering adults and children to take responsibility for dismantling racism through honest conversations and loving action.

Lucy Yee Management Consulting

DonYeta Villavaso Madden

253-332-0059

donyetavm@lucyyeemc.com

www.lucyyeemc.com

Provides HR consultation, training, facilitation, and racial equity capacity building services.

LueRachelle Brim-Atkins

206-772-6950

bda6@aol.com

www.diversitycollaborative.com

Cultural competency training and development, retreat facilitation, and one-on-one coaching.

Maketa Wilborn Consulting

Maketa Wilborn

206-409-3363

maketa@maketawilborn.com

www.maketawilborn.com

Corporate, nonprofit, community and educational organization facilitator, fostering team development and diversity and equity training.

María G. Ramírez

206-218-6950

mariagramirez@mac.com

Coaching and teaching continuous improvement practices to create or improve systems. Methodology includes scientific problem-solving, respect for the people in the organization, and knowing who the customer is.

Moral Choice

Quenton Baker

Lizzy Baskerville

206-317-4588 – Direct

moralchoiceseattle@gmail.com

www.moralchoice.org

Our mission is to advance racial justice by helping individuals and organizations build skills to examine racism, dismantle systemic oppression, and actively and appropriately implement anti-racist policies, protocols, and life practices.

New Directions Consulting

Toi Sing Woo

206-354-6397

toi@newdirectionsconsulting.org

www.newdirectionsconsulting.org

Training and workshops to support organizations develop pathways to racially just sustainability.

Partnow Communications

Susan Partnow, M.A.

206-310-1203

susan@susanpartnow.com

www.susanpartnow.com

Through facilitation, coaching and training, supports your organization and leaders in building and sustaining a positive culture that works for everyone, transforming conflict, as well as developing leadership and communication skills.

The Peoples Institute NW for Survival and Beyond

206-938-1023

pinwseattle@yahoo.com

<http://www.pinwseattle.org>

Workshops focused on institutional racism and anti-racism organizational training.

Race Forward

Nora Liu

206-383-3531

nliu@thecsi.org

Julie Nelson

206-816-5104

jnelson@thecsi.org

www.raceforward.org ; www.racialequityalliance.org

Consultant, facilitation, training, and coaching on dismantling structural racism and advancing racial equity.

Racial Equity Consulting, LLC

Fran Partridge

206-419-5704

fpartridge@racialequityconsultants.com

Kyana Wheeler

206-931-9834

kw@kyanawheeler.com

www.racialequityconsultants.com

Workshop facilitation, coaching, developing racial equity leaders, leading racial caucus', and supporting organizations in the culture change necessary to become racially just.

Racing to Excellence & Social Justice

Bernardo Ruiz

206-930-6436

bernardo@r2esj.org

<http://r2esj.org>

Work with community, government, and other institutions to dismantle structural racial inequity and create equitable outcomes for all by utilizing strategies and tools to transform our nation's policies, practices, and institutions.

Reciprocity Consulting, LLC

Jennifer Arnold, Ph.D.

253-651-4991

jennifer@reciprocityconsulting.com

www.reciprocityconsulting.com

Facilitator, trainer, coach and researcher centering equity and undoing institutional racism in partnership building, organizational development, policy-making, and community engagement.

Reed Diversity Training

Wilson Edward Reed, Ph.D.

206-643-0704

wrdocreed@gmail.com

<https://drwilsonreed.wixsite.com/drreed>

Consultant services within the Criminal Justice/Law Enforcement and Public/Private Schooling arenas; providing time-tested listening techniques that enable staff further learning and understanding in diversity, equity, and inclusion.

Relevant Engagement, LLC

Rashad Norris

253-678-5664 – Direct

relevantengagementllc@gmail.com

www.relevantengagement.org

Inspirational speaker providing keynotes, workshops, program/outreach development, and consulting to empower youth and young adults of color. In addition, provides culturally relevant workshops geared toward adults and works with incarcerated youth around reentry skills.

Roberto Ascalon

Sound Discipline

206-228-7858 – Direct

rascalon@gmail.com

roberto@sounddiscipline.org

Consultant, facilitator, veteran master teaching artist. Multiple specialties; including team building, intercultural communication, arts-based SEL, trauma informed pedagogy, food systems transformation, youth organizing, and Positive Discipline.

Robin DiAngelo, Ph.D.

413-209-2804

robin.diangelo@gmail.com

www.robindiangelo.com

Workplace training and consulting on socially just practice, with a special focus on race relations and racial justice.

Salter McNeil & Associates, LLC

Brenda Salter McNeil, Ph.D.

773-583-8085

drbrenda@saltermcneil.com

www.saltermcneil.com

Speaker, author, pastor focusing on biblical racial reconciliation.

Sam Louie

206-778-2686

samlouiespeaks@gmail.com

www.samlouiespeaks.com

Speaker, writer, and trainer focusing on multiculturalism, motivation, and addiction recovery.

Sam Place Circles Consulting

Paula Clements

206-755-6012

sameplacecircles@gmail.com

Facilitator, speaker and trainer working with businesses, schools, groups and families in the exploration of race, equity and justice issues.

Sapna Strategies, LLC

Sapna Sopori

sapna@sapnastrategies.com

www.SapnaStrategies.com

It is said that "A bad system will beat a good person every time." So, let's change the system! I work with leadership teams to set and achieve their diversity goals. Together, we can develop Just Strategies for Just Solutions!

Seattle Girls School

Rosetta Eun Ryong Lee

206-805-6562

rlee@seattlegirlsschool.org

tiny.cc/rosettalee

Facilitator, trainer, and consultant focusing on cultural communication, identity development, prejudice reduction and coalition building, gender and sexuality diversity, facilitation skills, bullying, and gender bias in the classroom.

Tilman C. Smith Consulting

Tilman Smith

206-355-7048

tilmansmithconsulting@gmail.com

Racial equity coach, trainer, and facilitator specializing in cross-cultural skill building, cross-cultural supervision, affinity group facilitation, 0-16 education, project management; and with white women on the intersection of internalized sexism and internalized white superiority.

Unspoken Truths: American History Traveling Museum

Delbert Richardson

206-604-3932

delbert.richardson54@gmail.com

www.theunspokentruths.com

Re-educating learners of all ages through story and artifacts reflecting the American Slavery and Jim Crow eras.



Cultures Connecting
Addressing Race Relations
in the 21st Century

Coaching/Consultants

Alma Villegas

206-229-3370

alma@almavillegasconsulting.com

www.almavillegasconsulting.com

Awake, Powerful & Free LLC

Sydnor Hain-Fawzi, MA

415-261-1514

awakepowerfulfree@gmail.com

www.sydnorhain.com

Becoming Justice

Melia LaCour

206-769-4879

melia@becomingjustice.com

The Change Starter

Allie Simmons

240-416-8275

allietconvostarter@gmail.com

allietconvostarter.com

Christina Chang Equity Consulting

Christina Chang

206-261-5987, 206-898-3364

czwchang@gmail.com

Circle Works

Pamela A. Taylor, Ph.D.

206-851-9782

circleworks4sj@gmail.com

Crux Consulting Consortium

Barbara Grant

206-713-8733

info@cruxnw.com

www.cruxnw.com

Diversity & Inclusions Professional

KJ Williams

risekj.com

The Diversity Collaborative

LueRachelle Brim-Atkins

206-772-6950

bda6@aol.com

www.diversitycollaborative.com

The Institute for Inclusive Leadership

Kisha Xiomara Palmer

206-535-5642

kisha@instituteforinclusiveleadership.com

www.instituteforinclusiveleadership.com

Educate to Liberate Consulting (E2LC)

Marion Smith Jr., EdD

Marion@ed2liberate.com

www.ed2liberate.com

Emissary Educational Services

Kevin Baker

804-651-9317

kevinbaker822@gmail.com

Farah Consulting

Munira Farah

206-380-3291

munirf07@gmail.com

www.farahconsultingcompany.com

Fro Pros: Fostering Real Opportunities

Regent Brown

206-954-0230

www.fropros.com

Harden Consulting Group, LLC

Dr. Kimberly Harden

206-427-5037

kimberly@hardenconsultinggroup.com

www.hardenconsultinggroup.com



Cultures Connecting
Addressing Race Relations
in the 21st Century

Hooks Global

Karena Hooks, MSW

425-308-2598

karena@hooksglobal.com

Karen A. Johnson, Ph.D.

360-888-5767

dr.kjohnson888@gmail.com

Lucy Yee Management Consulting

DonYeta Villavaso Madden

253-332-0059

donyetavm@lucyyeemc.com

www.lucyyeemc.com

María G. Ramírez

206-218-6950

mariagramirez@mac.com

Sapna Strategies, LLC

Sapna Sopori

sapna@sapnastrategies.com

www.SapnaStrategies.com

Organization Consultants

BERK Consulting

Michele Eakins-TeSelle

206 493 2368

michele@berkconsulting.com

www.berkconsulting.com

Management consulting for Northwest non-profits and public-sector clients working for the public good, with expertise in strategic planning, organizational development, and community engagement.

Cardea Services

Wendy Nakatsukasa-Ono, MPH

206-447-9538

wono@cardeaservices.org

www.cardeaservices.org

Training, organizational development, and research and evaluation services to improve organizations' abilities to deliver accessible, high quality, culturally proficient, and compassionate services to their clients.

Chanin Kelly-Rae Consulting

Chanin Kelly-Rae

425-354-8257

Grow@ChaninKellyRae.com

www.ChaninKellyRae.com

Diverse perspectives and training to grow both organization and stakeholder communities.

Christina Chang Equity Consulting

Christina Chang

206-261-5987, 206-898-3364

czwchang@gmail.com

Provide coaching and consultation services to organizations seeking to imbed diversity and inclusion into strategic/ops plans; specialize in large organizations (e.g., Higher Education, Advancement, Organizational Development, Learning and Development/Training).

Circle Works

Pamela A. Taylor, Ph.D.

206-851-9782

circleworks4sj@gmail.com

Social Justice Consultants offering consulting, coaching, and training utilizing the peacemaking circle process, theories of nonviolence, and other restorative practices to resolve conflict and bring about racial equity and social justice.

Courage Work

Yarrow Durbin

206-633-2890

yarrow@couragework.com

www.couragework.com

Working with individuals, small and large groups who are committed to making a positive difference for children, families and our community, whether it be in education, human services, not-for-profits, government or socially oriented businesses.

Crux Consulting Consortium

Barbara Grant

206-713-8733

info@cruxnw.com

www.cruxnw.com

Providing services such as executive coaching, strategic planning, and group facilitation to support your success in high stakes situations.

Data2insight

Veronica S. Smith, M.S., Data Scientist

206-290-0374

veronicasmith@data2insight.com

www.data2insight.com

Helping people and organizations to deepen their understanding of programs or services to increase impact.

Farah Consulting

Munira Farah

206-380-3291

munirf07@gmail.com

www.farahconsultingcompany.com

Cultural competency training for Somali and Muslim communities.

Harden Consulting Group, LLC

Dr. Kimberly Harden

206-427-5037

kimberly@hardenconsultinggroup.com

www.hardenconsultinggroup.com

Working with organizational leaders and educators to develop, implement, and assess programs that support diversity, equity, and inclusion, systemic change, institutional growth, and personal empowerment. Our methods include consulting and coaching; training and facilitation; and keynote and workshop presentations.

Luma Consulting

Jennifer Bright
1-888-446-5862

www.luma-consulting.com

Former leaders in the non-profit sector providing strategic and business planning, organizational analysis and evaluation, and partnership and interim staffing services.

Partnow Communications

Susan Partnow, M.A.
206-310-1203

susan@susanpartnow.com

www.susanpartnow.com

Through facilitation, coaching and training, supports your organization and leaders in building and sustaining a positive culture that works for everyone, transforming conflict, as well as developing leadership and communication skills.

Progressive Leadership Group

Deneen Grant
253-380-0216

deneen@progressive-leadership.com

www.progressive-leadership.com

Helping CEOs, senior executives, business owners and organizations create the leadership teams and culture necessary to drive long-term success.

Raglin Consulting

Leilani Raglin
253-861-2372

leilani.raglin@raglinconsulting.com

www.raglinconsulting.com

Offering a wide range of leadership consulting services with a lens of racial equity. Services include strategic planning, leadership and team development, and individual and organizational coaching to help grow and support equity-focused businesses and organizations.

Reciprocity Consulting, LLC

Jennifer Arnold, Ph.D.
253-651-4991

jennifer@reciprocityconsulting.com

www.reciprocityconsulting.com

Facilitator, trainer, coach and researcher centering equity and undoing institutional racism in partnership building, organizational development, policy-making, and community engagement.

Sapna Strategies, LLC

Sapna Sopori

sapna@sapnastrategies.com

www.SapnaStrategies.com

It is said that "A bad system will beat a good person every time." So, let's change the system! I work with leadership teams to set and achieve their diversity goals. Together, we can develop Just Strategies for Just Solutions!

Stephany Bruell Management Consultants

Stephany Bruell

206-329-3411

stephany@bruellconsults.com

www.bruellconsults.com

Consultant, speaker, and facilitator offering programs for corporate annual meetings, national conventions, civic and professional groups, business and company events, workshops, retreat, and coaching.

Vessel Strategy and Consulting, LLC

Annie Von Essen, MSW, MPA

annie@vesselconsulting.org

www.vesselconsulting.org

Strategic consultant and creative developer helping teams and organizations to thrive.

WheCare

Wanda Hackett, Ph.D.

206-328-4452

whecare@aol.com

whecare.com

Specializing in organization effectiveness consulting, team development, research, and evaluation.

Out-of-State Facilitators/Consultants

ANNAPOLIS, MD

The Change Starter, LLC

Allie Simmons

240-416-8275

allietconvostarter@gmail.com

allietconvostarter.com

Educator, speaker, activist, and organizer - hosting conversations focused on raw and honest dialogue about the historical origins of racism and its impact (past, present and future wise).

Platforms used: Conversations, forums, one-on-one and workshops)

BAY AREA, CA

Elemental Partners

Kevin John Fong

415-309-6848

kevin@elementalpartners.net

www.elementalpartners.net

Helping organizations build and sustain practical frameworks for governance and operations based on transparency, accountability and collaboration.

StirFry Seminars & Consulting

Lee Mun Wah

www.stirfryseminars.com

Innovation and diversity training for schools, groups, agencies, and communities.

Victor Lee Lewis, MA

(510) 204-9567

Victor@RadicalResilience.com

<http://victorlewis.vpweb.com/About-Victor-Lee-Lewis.html>

Life coach, trainer, speaker, and social justice advocator, specialized in providing classes and workshops on "Emotional Freedom Techniques," and alternative medicine counseling intervention technique.

World Trust

Shakti Butler

www.world-trust.org

Seminar facilitator, trainer, and lecturer specializing in inviting groups and organizations to grapple with the intellectual and emotional complexities of race.

DENVER, CO

Rosalie Chamberlain Consulting & Coaching

Rosalie Chamberlain

303-953-0866

rosalie@rosaliechamberlainconsulting.com

www.rosaliechamberlainconsulting.com

Encouraging excellence through leadership development, team building, talent management, and building inclusive environments.

NEW YORK

Authentic Seeds Coaching & Consulting

Tanya O. Williams, Ed.D.

413-329-5847

tanya@authenticseeds.org

www.authenticseeds.org

Helping teams and organizations foster inclusivity via equity workshops, dialogue facilitation, organizational coaching, lectures, and keynotes.

The Center for Transformation and Change

Dr. Kathy Obear

drkathyobear.com

Assisting organizations in creating inclusive, equitable environments via leadership development, staff training, organizational consulting, and executive coaching.

PORTLAND, OR

Consulting By Design II

Dr. Carla Gary

541-554-3770

consultingbydesignii@gmail.com

Assisting graduate students and faculty to address challenges of access and inclusion.

FC Hurdle Consulting, LLC

Finnius Hurdle

hurdleconsulting@gmail.com

www.fchurdleconsulting.com

Expertise in leading equity and inclusion efforts in educational settings and transforming organizations into equity-minded cultures of change.

LynxSe

Alison Allen-Hall
425-954-5412

Alison@thelynx.org

Facilitating over 200 learning experiences for large and small groups in workshops, seminars, and courses on equity, diversity, inclusion, social (conflict) theory, social inequality, race, and cultural intelligence.

Multnomah County Health & Human Services

KaRin Johnson
503-348-5835

kmail24u@gmail.com

Working in partnership with the communities we serve, to assure, promote and protect the health of the people of Multnomah County.

The No Micro Project (formerly Diamond Law Training)

Barbara J. Diamond & Marina Moro
503-229-0400

www.diamondlaw.org

Film-based training, including race, gender, LGBTQ, disability, and intersectionality. Specializes in guiding labor-management collaboration in equity and inclusion training using an implicit bias lens.

Radix Consulting Group, LLC

Cat Goughnour, MSC
503-757-2094

radix.pdx@gmail.com

www.radixconsulting.org

Empowering communities to understand issues of diversity, inclusion, and equity by employing a solution-focused approach to catalyze systemic social change.

Try Excellence, LLC

Steven Holt

dr.stevenholt@gmail.com

Assisting individuals, corporation, and government agencies in reconciling atmospheres through an equitable lens.

TsaiComms, LLC

Lillian Tsai
503-706-9253

Lillian@tsaicomms.com

www.tsaicomms.com

Specializes in diversity, equity and inclusion consulting, coaching, facilitation, training, organizational assessments, team interventions, cross-cultural communication, working with global teams, and Asian cultures.

Wahl and Associates, LLC

Joseph Wahl

503-443-6002

joseph@wahlandassociatesllc.com

www.wahlandassociatesllc.com

Leading organizations, local nonprofits, and Fortune 500 companies to diverse and inclusive recruitment, leadership, and organizational development practices.

Civil Rights Attorneys Specializing in Discrimination

Patty A Eakes

Calfo Eakes & Ostrovsky

1301 2nd Ave, Suite 2800

Seattle, WA 98101

206-407-2211 – Direct

206-407-2224 – Fax

patty@calfoeakes.com

<http://calfoeakes.com/seattlelawfirm>

Racial Conversationalist and Consultant*

Allie Simmons

240-416-8275

allietconvostarter@gmail.com

allietconvostarter.com

*This service is for individuals that are facing racial discrimination in the workplace whom are considering or looking to follow up with legal procedures and they need assistance with articulation and an outline of what to present to an attorney.

Sean M Phelan

Frank Freed Subit & Thomas

705 2nd Ave, Suite 1200

Seattle, WA 98104

206-682-6711 – Direct

206-682-0401 – Fax

sphelan@frankfreed.com

www.frankfreed.com

NOTE: Cultures Connecting does not endorse the people referenced in this directory. It is up to the individual to interview and request references to determine which facilitator/consultant might best fit your individual or organization's needs.

If you know of other contacts in the field you would like to have added to the directory, please contact Mercedes Robinson at mercedes.robinson@culturesconnecting.com.

Your Equity Journey: Learning Opportunities

Learning and Development Opportunities

Leadership Institute on Race, Equity, and Inclusion

As a thought leader, ICMA is committed to creating and supporting thriving communities. As part of this commitment, ICMA has created, in partnership with the Kettering Foundation and the National Civic League, the Leadership Institute on Race, Equity, and Inclusion. The institute supports the ICMA Executive Board's [statement regarding systemic racism](#), and more specifically the commitment to: "Engage our members and partners in a process of listening to understand what our profession needs in order to deliver on the work of our mission and vision through the lens of equity and inclusion." The institute will offer local government participants interactive learning, superlative instructors, networking with colleagues, and engaging discussions of the key leadership issues surrounding racial equity. Participants will embark on a 12-18-month journey to transform themselves, their community, and the local government profession into something greater than it was when they started. For more information, contact SpeakUp@icma.org.

Equity Officer Cohort to Advance Equity and Inclusion in Local Government Leadership

The Equity Officer Cohort identifies individuals serving as chief equity officers, or have equity as an adjunct responsibility, and bring them together to share their insights with ICMA and each other to build a learning community for ICMA members on equity, inclusion, and social justice. This new space will provide networking, a repository for shared resources, and serve as a focal point for chief equity officers and those filling similar roles and programs.

Individuals participating in the cohort have expertise in current content areas and reaffirm ICMA's commitment to equity and inclusion in the association's membership and the profession. Additionally, those within the cohort represent the membership from different regions, type of local government,

career positions or job functions, and diversity of gender, race, and age. (2020-21 Cohort) For more information, contact Laura Savage, Senior Program Manager, Member Services at lsavage@icma.org.

UNITE

On-Demand

PODCASTS

Join us at UNITE!

Equity and Inclusion Conference Sessions

Monday, September 21

League of Women in Government Symposium

Redesigning Systems for Equity in Criminal Justice

How to Gather the Opinions of Hard-to-Reach Residents

Advancing Age-forward Communities

Tuesday, September 22

Listening to the Unheard Voices of Your Community

Diversity Uncovered™ Online - An Interactive Introduction to Implicit Bias, Microaggressions in Local Government

Enhancing Resilience and Racial Equity through Civic Capital

Wednesday, September 23

Europe/Africa Track: Resilient and Inclusive Cities

ICMA University - Racism Both in The Department and How It Reaches Out to Its Community

Keeping Women in the Workforce During a Pandemic and Beyond

How to Plan for Financial Resilience and Build a More Equitable City, Starting Today

See, Hear, Heal: Engaging Artists in Solving Community Problems

What Are We Doing to Bring About Real Change? Taking a Closer Look at Systemic Racism and Police Reform.

President's Colloquium: Lessons Learned on One City's Racial Equity Journey – Size Doesn't Matter; Commitment Does

Officers and Social Workers – Police Reform and Enhancements to Police Response

Embedding Equity into the COVID-19 Resilience Framework

Manuel Pastor: Uncommon Common Ground: Centering Racial Equity for a Better America

Thursday, September 24

Thursday General Session Featuring Robin DiAngelo

A Public Communication and Engagement Strategy for Local Government with a Citizen as Partner, Deliberative Democracy, and Racial Equity Approach

Welcome to “Our” Team: A Facilitated Discussion about Diversifying Historically Homogenous Workgroups

ICMA University - Process Matters: Transforming Public Engagement in a Divided World

Protecting Residents from Water Shutoffs during COVID-19

ICMA University - Social Media in Local Government: Leave or Experiment-The Choice is Yours

Human Trafficking - What Local Governments Need to Know

Roundtable: Engaging Artists in Solving Community Problems

Friday, September 25

Asia Track: Technology Innovations, and Alternative Service Delivery Models and Approaches

Understanding Generational Differences within Assistant and Deputy Managers

Organizational Change in Policing

Defunding Police: The Concept, the Practice and the Community Discussion

Confronting the Past: Alachua County's Journey of Truth and Reconciliation

Build It and They Will Come...and Stay: Creating a Workplace Culture of Innovation, Productivity, and Sustainability

Culture Wars: What to do When Values Clash in the Workplace

Cities Closing Racial Income Wealth Gaps

Engaging Youth Voices to Make a Difference

Saturday, September 26

Roundtable: Operationalizing Racial Equity

Equity and Inclusion in the Local Government Workplace: How Are We Doing?

Homelessness 201: Putting the Team Together and Dealing With COVID

Recruit for Diversity, Hire for Competence - Change Management Results in the Tumwater Fire Department

Sponsorship: Taking Mentoring to the Next Level to Build Inclusive Leadership

Municipal Broadband - A City Utilities Resilience During a Pandemic

On-Demand Sessions

Success with Equity Programs: Engaging at the Leadership Level

Five Ways to Reduce Bias and Promote Inclusiveness

Academic Symposium: Local Government Professional Development Organizations and Their Role in Women Obtaining the Top Spot : City Manager

Emergency Management - How to Include Citizens with Disabilities

Having Tough Conversations About Equity - Accepting and Welcoming Discomfort

Diverse Pathways to Assistant and Deputy Manager Positions

Better Together: Leading Through the Pandemic

Discussion on Equitable Climate Resilience

Confronting Human Trafficking and Modern Slavery in Time of Crisis: Innovative Local Responses to a Global Problem

Neurodiversity and Inclusion - It IS Possible

On-Demand Webinars

ICMA Coaching: Managing Hostility in Public Discourse to Create Effective Public Engagement: Living in an Age of Anger and Getting Things Done

Recorded On: 09/09/2020

Learn how to avoid anger and have productive conversations about difficult subjects.

Building and Maintaining an Equity Mindset in Local Government

Recorded On: 07/28/2020

This free webinar will discuss the present and future of equity work with ideas on challenges, experiences, and tools for how to build equity programs.

The Two Pandemics: Systemic Racism and COVID-19

Recorded On: 07/16/2020

In this webinar you'll learn about the relationship between systemic racism and adverse public health outcomes, and how COVID-19 has placed this link in stark relief.

Transforming Law Enforcement to Address Public Health

Recorded On: 07/15/2020

Join a panel of public safety and health experts as they discuss the reallocation of police department funding to address public health issues in the wake of the recent wave of protests.

The New Executive Order on Law Enforcement

Recorded On: 07/01/2020

Join a panel of law enforcement experts as they discuss the recent Executive Order on Law Enforcement and its impact on police reform efforts.

The Public Health Crisis and Racial Inequities

Recorded On: 06/19/2020

Join speakers from Dallas, Texas and the Government Alliance on Race and Equity for a webinar on the racial disparities in public health in the United States, and how they have been exacerbated by the ongoing pandemic.

Sharpening the Focus on Social Equity to Make Strategic Budget Decisions

Recorded On: 06/11/2020

Learn how to incorporate equity in your local government's budget decisions, especially in challenging situations such as the ongoing COVID-19 pandemic.

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Policy Statement

City of Maple Valley Parks and Recreation Department Use of Security Cameras

I. Purpose and Proposed Use

The Parks and Recreation Department (“Department”) has installed surveillance technology in the form of security cameras at various public locations throughout its parks system. The intent of the cameras includes, but is not limited to, monitoring City Park property for one or more of the following reasons: (i) for security purposes, and (ii) to protect the physical integrity of City infrastructure and resources.

The cameras have been installed in locations throughout the Park System, including but not limited to, interior/exterior of the Lodge, around the Beach House, near the entrance(s) to Lake Wilderness Park, and in other public areas of the parks. The Department may also post a camera aimed at cash register(s) operated by the Department.

The Department intends to use this technology to assist in providing safe and secure parks for public use and enjoyment while preserving City assets and infrastructure. If criminal activity does occur on camera, the footage will be made available to law enforcement as authorized by law.

II. Use and Data Management Guidelines and Protocols

A. Deployment of Cameras and Anticipated Duration of Surveillance Activity

- 1) The surveillance technology has been deployed in a manner that will be easy to monitor by authorized staff, and easy to preserve footage as needed.
- 2) The technology will operate continuously 24 hours a day/7 days a week and record over itself after a 2-week period.
- 3) The technology will be installed permanently.

B. Identification and Markings of Surveillance Technology

- 1) The technology may be mounted on building and/or poles and be plainly visible to the public.
- 2) Signage will be posted advising the public that the area is under video surveillance.

C. Rules of Operation

- 1) The surveillance technology will be operated by the following authorized city personnel: Parks & Recreation Director, Park Operations Manager, other staff as authorized by the Parks & Recreation Director.
- 2) Camera adjustments, including but not limited to angle, position, and zoom maybe done by Parks & Recreation Director and/or designee.

D. Data Retention and Deletion

- 1) Surveillance data will be retained in compliance with the Washington State Records Retention Schedule—Washington State Archives Local Government Common Records Retention Schedule (CORE) (30 days after last recording or until that no security incident has occurred whichever is sooner.) Any system settings will be adjusted to ensure compliance, and saved footage will be stored in the security camera electronic file. If a public disclosure request is made, the City will take action in order to retain the requested record(s) before any otherwise authorized deletion/destruction. If no public disclosure request is made, the data shall be deleted/destroyed at the end of the retention period.
- 2) If an incident is identified and data requested by a member of the public, immediate steps shall be taken to preserve any data available, even prior to receipt of a written public records request notification.
- 3) During the retention period, surveillance data will be securely stored on the Network Video Recorder (NVR)
- 4) Regular deletion/destruction after the retention period elapses will occur by the NVR recording data over itself.
- 5) The City Clerk's office is responsible for ensuring compliance with data retention and deletion/destruction requirements.

E. Access to Data

- 1) The Parks & Recreation Director shall authorize and document which personnel are authorized to access the data for purposes of reviewing the data, either routinely or after notice of a potential incident.
- 2) Safeguards will be used to protect data from unauthorized access, included password protected access.
- 3) Any incidents or potential incidents will be reviewed by authorized personnel within 2 business days of the date of the report by authorized personnel. Incidents/potential incidents shall be brought to the attention of the Parks & Recreation Director (or designee) immediately.
- 4) Data will be released under the following circumstances: to law enforcement if requested by law enforcement as part of an official police investigation; to the extent required by court order, subpoena, or as otherwise required by law.

F. Maintenance of Technology

If the surveillance technology malfunctions, the issue shall be reported to the Parks and Recreation Director (or designee) and the situation documented, including any other action taken.



City of Tumwater Proclamation Guidelines

Proclamations are issued by the Mayor in support of local causes, programs, or matters which advance adopted City policy and strategy and increase public awareness of issues important to the well-being of the residents of the City of Tumwater, consistent with State law.

Proclamations do not require City Council action. If a proclamation request is approved by the Mayor, a single copy of the proclamation document will be provided to the requester at no cost. The proclamation may be read and presented at a regularly scheduled City Council meeting. Signed proclamations are posted on the City's on-line records system and are available to the public.

Proclamations are typically presented at regularly scheduled Council meetings (the first and third Tuesday of each month). A local representative should be available at the meeting to receive the proclamation and make a few brief remarks about the subject of the proclamation.

In order to issue a proclamation, the following will be considered:

Requests for mayoral proclamations and other ceremonial documents shall be submitted to the Office of the Mayor for consideration. Proclamation sponsors should provide their request to the Mayor along with a sample/draft proclamation for consideration at least 30 days in advance of the event by email to: mayor@ci.tumwater.wa.us or by mail to the following address:

City of Tumwater
Mayor's Office
555 Israel Road SW
Tumwater, WA 98501

Preference will be given to proposals of local concern which specifically impact the citizens or businesses of Tumwater or from organizations which represent or provide service to a majority of Tumwater citizens in an endeavor to contribute to the quality of life in Tumwater.

Only one proclamation will be issued per year per organization. Each renewal request will be considered on a case by case basis.

Proposals for proclamations promoting for-profit causes will generally not be considered. Proposals which recognize specific individuals will generally not be considered unless they concern Tumwater citizens or business owners who have made a significant contribution to the City of Tumwater or City employees and officials who are recognized for their service to the City.

Proposals which promote a position on a pending ballot or legislative issue will not be considered. (*Pending ballot or legislative issues must be prepared by a Council resolution sponsored by a member of the City Council following procedures specified in State Public Disclosure Law.*)

Submission of a proclamation request does not guarantee issuance. Ultimately, the proclamation is issued by the Mayor. The Mayor reserves the right to reject or modify a proclamation in any way.

Proclamation Issuance Guidelines & Request Form

Proclamations issued by the Mayor's Office ideally provide an opportunity for the Mayor to recognize exceptional events and people when he cannot acknowledge them in person. The goal of a proclamation is to recognize and celebrate the extraordinary achievements of Seattle citizens and non-profit organizations, honor occasions of importance and significance to Seattleites, and increase public awareness of issues to improve the well being of the people of this city.

Proclamation Policy

1. We ask that requests be submitted on the official request form 30 days prior to the due date.
2. All requests should clearly include the name, address and telephone number of the person making the request, as well as to who and where the document should be addressed and mailed (if different from the requester).
3. Requests should include draft language and background information about an exceptional event and sponsoring organization that could be used to prepare the proclamation.
4. Only one proclamation can be issued per year per organization.
5. Each renewal request will be reviewed on a case-by-case basis.
6. We are unable to accommodate proclamations for out-of-city events or for-profit causes.
7. We ask that National or International groups requesting proclamations must have an in-city sponsor.
8. Proclamations ideally reflect, but are not limited to, the focus of the Mayor's administration:
 - 8.1. Neighborhoods
 - 8.2. Transportation
 - 8.3. Public Safety

Submission of a proclamation request does not guarantee issuance. Due to the volume of submissions received, we cannot grant every request. However, we want to recognize and honor your organization's outstanding contributions, commitment, and excellence to our community.

Greetings/Other Recognition

Greetings from the Mayor or other forms of recognition can be issued when a proclamation request doesn't meet guidelines. Greetings and/or other recognition shall be used to honor special events or individuals within the City of Seattle. These may include conventions, community celebrations, award ceremonies, college graduations, etc. The Mayor also strongly encourages personal achievement and wishes to showcase significant milestones in the lives of Seattle residents. We ask that recognitions please be submitted **fourteen business days prior to due date**, to be issued to Seattle residents.

Please fill out this form and e-mail it to the correspondence manager, cecilia.sorci@seattle.gov. If you have draft language, please include it as an attachment or paste it into the body of the e-mail.

You may also fax it to us at (206) 684-5360.

Thank You!

Date(s) of Proclamation _____

Date needed by (we are unable to guarantee completion without two weeks advanced notice) _____

Name of requestor & organization

Requestor's complete address, phone number, & email

Please provide mailing address for the proclamation (if different from above)

Proclaiming a Day, Week, or Month? (circle one)

Reissue Request from Previous Year(s)? Yes No (circle one) **Date(s)** _____

Draft Language included? Yes No (circle one) **Number of Pages** _____

Please briefly describe your group, organization, or cause:

Please briefly describe the purpose(s) you would like a proclamation to serve, or the message that you would like to convey:

Will you be submitting the proclamation to any publication(s)? Yes No (circle one)

Name of Publication(s):

Please briefly describe display/distribution plans for this proclamation:

Proclamation Issuance Guidelines

Proclamations

Proclamations issued by the Mayor's Office ideally provide an opportunity for the Mayor to recognize exceptional events and people when he cannot acknowledge them in person. The goal of a proclamation is to recognize and celebrate the extraordinary achievements of Yakima citizens and non-profit organizations, honor occasions of importance and significance, and increase public awareness of issues to improve the well being of the people of this city.

Proclamation Policy

1. We ask that requests be submitted 30 days prior to the due date.
2. All requests should clearly include the name, address and telephone number of the person making the request, as well as to who and where the document should be addressed and mailed (if different from the requester). If the proclamation is to be read and presented at a Council meeting, please provide the name of the person accepting the proclamation at least two days prior to the meeting.
3. Requests should include draft language and background information about an exceptional event and sponsoring organization that could be used to prepare the proclamation.
4. Each renewal request will be reviewed on a case-by-case basis.
5. We are unable to accommodate proclamations for out-of-city events or for-profit causes.
6. We ask that National or International groups requesting proclamations must have an in-city sponsor.

Submission of a proclamation request *does not* guarantee issuance. Due to the volume of submissions received, we cannot grant every request. However, we want to recognize and honor your organization's outstanding contributions, commitment, and excellence to our community.

Greetings/Other Recognition

Greetings from the Mayor or other forms of recognition can be issued when a proclamation request doesn't meet guidelines. Greetings and/or other recognition shall be used to honor special events or individuals within the City of Yakima. These may include conventions, community celebrations, award ceremonies, college graduations, etc. The Mayor also strongly encourages personal achievement and wishes to showcase significant milestones in the lives of Yakima residents. We ask that recognitions please be submitted **30 days prior to due date**, to be issued to Yakima residents.

Please e-mail requests to citycouncil@yakimawa.gov. If you have draft language, please include it as an attachment or paste it into the body of the e-mail.

You may also fax it to us at (509) 576-6335.

Thank You!

Date(s) of Proclamation _____

Date needed by (we are unable to guarantee completion without two weeks advanced notice) _____

Name of requestor & organization

Requestor's complete address, phone number, & email

Please provide mailing address for the proclamation (if different from above)

Proclaiming a Day, Week, or Month? (circle one)

Reissue Request from Previous Year(s)? Yes No (circle one) **Date(s)** _____

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Please briefly describe your group, organization, or cause:

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Will you be submitting the proclamation to any publication(s)? Yes No (circle one)

Name of Publication(s):

Please briefly describe display/distribution plans for this proclamation:



APPLICATION TO REQUEST PROCLAMATION

Requests for City of Vancouver Proclamations should be submitted two weeks prior to the requested City Council meeting date, or if it is to be mailed, two weeks before the scheduled event/activity. City Council meets every Monday (1st and 3rd Monday at 7:00 p.m. and 2nd and 4th Monday at 6:00 p.m.)

TOPIC OF PROCLAMATION (EVENT, PERSON BEING RECOGNIZED, CAUSE):

PURPOSE OF PROCLAMATION:
 RECOGNIZE COMMUNITY MEMBER(S) OR ORGANIZATION
 ASK FOR COMMUNITY SUPPORT FOR LOCAL CAUSE
 ANNOUNCE LOCAL EVENT

INDIVIDUAL, AGENCY, OR ORGANIZATION SPONSORING THE PROCLAMATION:

INDIVIDUAL OR REPRESENTATIVE ATTENDING THE COUNCIL MEETING TO RECEIVE THE PROCLAMATION: (include job title or position, phone number)

CITY COUNCIL MEETING DATE REQUESTED:

REQUESTED BY:

Name Address

Phone E-mail Address

Attach a draft copy of your one-page proclamation to this application and return to: City Council Secretary, Vancouver City Hall, 210 East 13th Street, Vancouver, WA 98660 OR e-mail to mary.white@ci.vancouver.wa.us

For Office Use Only:
 Date Request Received _____
 Approved _____ Not Approved _____ Applicant Notified _____
 Date Proclaimed _____