



## **VILLAGE OF DOBBS FERRY BOARD OF TRUSTEES AGENDA**

<b>MEETING DATE:</b> JULY 13, 2021
<b>AGENDA ITEM SECTION:</b> PRESENTATION
<b>AGENDA ITEM NO. :</b> 1
<b>AGENDA ITEM:</b> PRESENTATION ON LEADERS2C: IMPLICIT BIAS WORKSHOP BY DR. RON CARLEE/DPA AND MS. CHERYL ORR/MSW, IPMA-SCP
<b>ITEM BACKUP DOCUMENTATION:</b> 1. LEADERS2C WORKSHOP OUTLINE

# **Leaders2C, LLC Workshop Outline:**

## **Leading with Values, Not Bias**

### **June 28, 2021**

The workshop proposed by Leaders2C, LLC is based on the premise that most people believe in fairness and justice. Collectively, we have shared values of unalienable rights as reframed over the past two and half centuries to be inclusive of all people. Yet, despite these shared values of equality, life, liberty, and happiness, there exist continuing inequities among different populations such that these fundamental rights are not a reality for all.

In 2020, people were distressed by the video of George Floyd having the life choked out of him by a nonchalant Minneapolis, Minnesota police officer while other officers watched with complicity despite bystanders pleading for the murder to stop. People were disturbed by the vigilante killing of Ahmaud Arbery in Glynn County, Georgia, and by the death of Breonna Taylor by police invading her home in Louisville, Kentucky. These are but some of the most recent incidents that require examination by society.

Racial inequities exist in income, health care, educational attainment, wealth, employment, incarceration, and voter disenfranchisement among others. People of color disproportionately die from COVID-19. Appropriately, much attention has focused on race for obvious reasons. At the same time, it is important to recognize that inequities exist based on gender, gender identity, sexual orientation, disability, language, culture, and religion. People have multiple identities and experience bias differently. This phenomenon is known as intersectionality.

While many variables contribute to societal inequities, a core variable is bias. For much of U.S. history, biases were enshrined in laws and policies of the country, the various states, and local governments. Laws and policies were explicit in their discriminatory intent. We have seen progress over the years as we strive to create a “more perfect union.” Sometimes, however, the progress is with a step forward and then another one back. The journey toward equity has had high and low points, but what is distinguishing about the United States is its continuing commitment to a diverse society, its continuing efforts to achieve inclusion and equity, and its resilience when confronted with obstacles. Thus, we know that change and progress are possible.

The first step in the change process is gaining awareness and knowledge, which is the purpose of this workshop. The workshop will extend to the workforce of the participating Villages the training that was offered to elected and senior administrative officials in the summer of 2020. This regional approach presents a unique opportunity to build inter-jurisdictional awareness and the development of inter-jurisdictional connections.

The workshop is structured to be foundational; that is, to provide support for people who may have not been exposed to the topics or may be reluctant to do so. The presenters aim to meet people where they are, creating a respectful environment where people can learn without judgment. Borrowing from Stephen Covey, we seek to create a discussion where all participants seek first to understand and then to be understood.

## Background of Presenters

This workshop is designed specifically for local government, presented by people who had careers in local government. Before joining Old Dominion University in Norfolk, Virginia as an assistant professor in 2016, Ron Carlee served in three localities: City Manager of Charlotte North Carolina; County Manager (and other senior positions) in Arlington, Virginia; and Assistant to the Mayor of Birmingham, Alabama. He was also Chief Operating Officer for the International City-County Management Association (ICMA). Cheryl Orr is a human resource professional, who recently retired as the Vice President of Human Capital for Dallas Area Rapid Transit (DART). She held senior HR positions in several local governments, a university, and a small business. For the City of Dallas, Texas, she established the City's Ethics and Diversity program under the auspices of the City Manager. In addition to equity training, Ms. Orr provides other training related to human resources, strategic planning, facilitation, and consultation on workplace subjects and issues.

The development of the content on which this workshop is based began in 2016 when ICMA asked Dr. Carlee to develop a pre-conference workshop for its annual international conference with material designed for local government personnel. Since that time, versions of this work were presented to a second ICMA annual conference, at six regional conferences in 2019, and to multiple local governments. Dr. Carlee and Ms. Orr joined forces in the fall of 2020 to provide equity training for the staff of ICMA. Subsequently, they made presentations at five of the 2021 ICMA Regional Conferences. Together, Ms. Orr and Dr. Carlee continuously update the content, which was recently presented to the senior leadership of the Town of Holly Springs, North Carolina. They will be presenting at the annual conference of the Local Government Hispanic Network and at the winter conference of the North Carolina Government Finance Officers Association.

## Learning Objectives

1. Establish connections and build networks across the Villages.
2. Understand how our brains create biases through System 1 thinking.
3. Gain self-awareness about how to control biases through System 2 thinking.
4. Introduce how racism has been systematically part of government in the U.S.
5. Understand the difference between intent and impact, developing the ability to recognize, avoid, and respond to microaggressions.
6. Create a personal growth plan.
7. Commit to action at work.