



VILLAGE OF DOBBS FERRY BOARD OF TRUSTEES AGENDA

MEETING DATE: MARCH 23, 2021
AGENDA ITEM SECTION: PRESENTATIONS
AGENDA ITEM NO. : 3
AGENDA ITEM: INTRODUCTION AND PRESENTATION OF THE HUMAN RIGHTS AND DIVERSITY COMMITTEE INCLUDING MISSION STATEMENT AND THEIR FIRST RECOMMENDATION FOR DIVERSITY TRAINING TO THE BOARD OF TRUSTEES
ITEM BACKUP DOCUMENTATION: 1. COPY OF PRESENTATION

Human Rights and Diversity Committee

Mission Statement

The mission of the Dobbs Ferry Human Rights and Diversity Committee is to foster a welcoming and unified Village for all community members by encouraging mutual respect and recognition of our diversity and commonalities, advocating for human and civil rights, and understanding and eliminating barriers to equity and inclusion.

As advisors to the Mayor and Board of Trustees, we will work to educate and build initiatives to promote acceptance, equity, and harmony within the Village.

Committee Members

Co-Chairs: Aisha Williams and Elizabeth Mendez

Board of Trustees Liaison: Maura Daroczy

Shari Ascher

Greta Cowan

Christina Ha

Kevin Messam

Cynthia Caracta

Tiffany Gordon

Stu Hackel

June Wai

HR&D Committee Suggestions

Desired Objectives of Training for Whole Village

1. Establish a **foundational understanding** of human rights, diversity, racism, inequity, and implicit bias.
 - In line with current goals of Village Administration
 - Common knowledge, shared language
2. Acquire and/or build **dialogue and discussion skills** to use Village-wide. Strengthen **working relationships and partnerships** throughout the Village.
3. Develop an **action-oriented roadmap** for enhancing Dobbs Ferry as an inclusive, equitable, and just community.

Vetting Process

DEI Expertise
Local Expertise
Length of Learning
Networking Opportunities
Theory <>> Application
Trainer's Bandwidth
Feedback from Past Participation
Cost Effectiveness

Recommendation Part 1: NYU Metro Learning Map

Session	Objectives	Terms/Concepts		Application
1	<ul style="list-style-type: none"> ❑ Understand how <i>who I am</i> informs <i>what I do</i>. ❑ Build collective awareness of <i>equity, transparency, hierarchical power</i>. ❑ Examine ingrained dynamics of <i>race, power, privilege</i> 	<ul style="list-style-type: none"> • Equity • Racial justice • Race • Power 	<ul style="list-style-type: none"> • Privilege • Marginalization • Positionality • Human rights 	<ul style="list-style-type: none"> ➔ Self-reflection ➔ Collective reflection ➔ Community relations ➔ Relationships, team-building
2	<ul style="list-style-type: none"> ❑ Interrogate the <i>impact of bias</i> in the context of structural inequity. ❑ Define mechanisms to <i>reduce emotional burden</i> on BIPOC staff, LGBTQ+ staff, disabled staff, and staff distanced from positional power, who often are the ones calling out issues or calling in colleagues. 	<ul style="list-style-type: none"> • Implicit bias • Racism • Microaggressions 	<ul style="list-style-type: none"> • Macro harms • Inclusivity 	<ul style="list-style-type: none"> ➔ Workplace climate ➔ Supervision and feedback ➔ Repairing and restoring after harm ➔ Bias mitigation strategies
3	<ul style="list-style-type: none"> ❑ Examine, unpack the <i>role I play</i> in disrupting, dismantling racism and inequity within my sphere of influence. ❑ Identify <i>policy gaps</i>; propose ways to address gaps. 	<ul style="list-style-type: none"> • Institutional oppression • culture of power • Performative allyship 	<ul style="list-style-type: none"> • White saviorism • Brave spaces • Courageous conversations and actions 	<ul style="list-style-type: none"> ➔ Policy and governance ➔ Data collection and analysis ➔ Hiring, retention, and leadership development
Consultations	<ul style="list-style-type: none"> ❑ Follow up for small sub-committees and/or the whole cohort to take a deeper dive into <i>application</i> and <i>reflection</i> once changes are made 	<ul style="list-style-type: none"> • Disruption • Operationalizing a commitment to equity, racial justice, and human rights 		<ul style="list-style-type: none"> ➔ Communication, public-facing persona ➔ Ongoing professional learning, onboarding

Recommendation Part 2

for Village Departments, Boards, Committees

GARE

- Proven expertise across municipalities
- Year-long access to educational materials; opportunity to review
- Agency-specific guidance
- Action-oriented: planning, implementation, and assessments
- Training thoughtfully designed with explicit connections between concrete action steps and DEI concepts
- Cost effective: \$1,000 per annum [membership](#)
- Complementary to NYU Metro Center training

Source GARE informational meetings: 2/23 (1:00-2:30), 3/11 (3:30-5:00), 3/23 (1:00-2:30)

Sub-Committee Final Recommendations

NYU Metro Center & GARE

- Same goals, different objectives, different reach
NYU=reach broader population, Dobbs Ferry community
GARE=reach specific and critical parts of community
- Both affiliated with larger consortiums that allow DF to **connect and coordinate** with larger community groups
- Objectives are not mutually exclusive but **functionally complementary**
- Total combined costs ~**\$14,125** (\$13,125 + \$1000); **ROI is incalculable**

appendices

Proposal Comparisons (Original 3)

	Drs. Garran and Goodman Proposal [link]	Hyphens and Spaces Proposal [link]	NYU Metro Center Proposal [link]
Proposed Format	2 to 3-hour training session(s) 2 trainers	2-3 hour training-session series	1 or 2 Units each unit can be broken into two 90-minute sessions Consultations with sub-committee: 3-5 hours are suggested
Fees	\$2,400 for 2 hours \$3,600 for 3 hours	2 part series: \$11,200 3 part series: \$15,200 4 part series: \$20,800 Sessions held every 2 weeks Fees reflect 20% discount offered if contracted by May 31 st	Unit rate for sessions: \$2,250 each Consultation fee: \$750 p/h up to 5 hours = \$3,750 \$600 p/h over 5 hours Total Fee for 2 units and up to 5 hours of consultation: \$13,125
Fees Include	Planning, prep, facilitation and follow up	Pre and post-training survey, planning, customization, materials development, facilitation, 2 hours additional "office hours" to support outcomes	Planning/consultation, customization, facilitation
Participant Cap	None indicated	25 participants per session	Strongly advises Mayor and BOT attending

Sub-Committee Recommendation #1 of 2

NYU Metro Center

- Already working with and highly recommended by the DFSD. Creates an opportunity for consistent Village-wide dialogue.
- Only vendor that recommended that the Mayor and BOT attend sessions.
- Fee comes in at mid-range of proposals.
- Roll out for larger group, including Village Employees.

Proposal Comparisons (continued)

	Leaders2C, LLC Rivertowns Consortium Proposal [link] Past workshop slidedeck (Oct. 2020) [link]	Government Alliance on Racial Equity (GARE) GARE Website [link] GARE Information Session [link]
Proposed Format	Workshop 1 (x5 sessions): 4 hours Workshop 2 (x3 sessions): 3 hours Total: 7 hours 1 principal trainer + <i>x-number</i> of village representatives to facilitate breakout room/small group discussions	Member Benefits: Online portal access to toolkits/how-to manuals/resources, rapid response calls, training, regional cohort/network, funding for innovation/implementation, and more Total: Full Year Specific deliverables also available to individual or regional jurisdictions: Several months
Fees	Unit rate per workshop: \$1,000 each Total Fee (7 hours x 9 workshops): \$9,000	1 year Core Membership for Entire Municipality/County: \$1,000
Fees Include	Presentation, overhead, preparation, pre- and post-conference consultation	GARE Online Portal, rapid response calls, webinars, book club, employee assessment, regional connections, working groups, etc.
Participant Cap	25 per workshop session	≥1,000 employees