

RESOLUTION 82 of 2020

**RESOLUTION OF THE COMMON COUNCIL OF THE CITY OF KINGSTON, NEW YORK,
AUTHORIZING THE MAYOR TO SPEND UP TO \$10,000 TO PURCHASE A FULL DAY'S
“IMPLICIT BIAS AND CULTURAL FLUENCY” TRAINING FROM FACES, INC.**

Sponsored By: Finance and Audit Committee: Alderman: Koop,
Scott-Childress, Davis, Ventura Morell, Schabot

WHEREAS, a request was made to submit a proposal for full day training for the Police Commission; and

WHEREAS, the cost for one full day training (7 hours) for up to 100 participants is \$10,000; and

WHEREAS, said training would be purchased from FACES, Inc. for members of the City of Kingston's Police Commission, elected officials, City of Kingston employees and community members, with said funds to be spent once a minimum of 20 participants and a maximum of 100 participants have signed up for the training.

NOW THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF KINGSTON, NEW YORK AS FOLLOWS:


SECTION 1. That the Common Council of the City of Kingston hereby authorizes the Mayor to spend up to \$10,000 to purchase a full day's "Implicit Bias and Cultural Fluency" training from FACES, Inc. for members of the City of Kingston's Police Commission, elected officials, City of Kingston employees and community members, with said funds to be spent once a minimum of 20 participants and a maximum of 100 participants have signed up for the training.

SECTION 2. Said funds, up to \$10,000, are to be distributed as follows:


From: Contingency A1-1990.14.5404

To: Police Employee Training A1-3120.14.5414

SECTION 3. This resolution shall take effect immediately.

Submitted to the Mayor this 8th day of
April, 2020


Elisa Tinti, City Clerk

Approved by the Mayor this 8th day of
April, 2020


Steven T. Noble, Mayor

Adopted by Council on April 7, 2020

THE CITY OF KINGSTON COMMON COUNCIL

**FINANCE AND AUDIT
COMMITTEE REPORT**

<u>REQUEST DESCRIPTION</u>		
INTERNAL TRANSFER _____	CONTINGENCY TRANSFER <input checked="" type="checkbox"/> _____	TRANSFER _____
AUTHORIZATION _____	BUDGET MODIFICATION _____	BONDING REQUEST _____
CLAIMS _____	ZONING _____	OTHER _____

DEPARTMENT <u>Common Council</u>	DATE <u>5 April 2020</u>
Description: <u>A resolution to enable the Mayor to spend up to \$10,000 to purchase a full day's "Implicit Bias and Cultural Fluency" training from FACES INC for the members of the City's Police Commission, elected officials, City employees, and community members--to be spent once a minimum of 20 participants and a maximum of 100 have signed up for the training.</u>	
From: <u>Contingency A11990.14.5404</u>	
To: <u>Police Employee Training A13120.14.5414</u>	
Estimated Financial Impact <u>Up to \$10,000.00</u>	Signature <u><i>D.A. Koop</i></u> <small>D.A. Koop April 7, 2020</small>

Motion by RJSC

Seconded by JVM

Action Required: _____

SEQRA Decision:
 Type I Action _____
 Type II Action _____
 Unlisted Action _____

Negative Declaration of Environmental Significance: _____
Anthony Davis April 7, 2020

Conditioned Negative Declaration: _____

Seek Lead Agency Status: _____

Positive Declaration of Environmental Significance: _____
Steven Schabot April 7, 2020

<u>Committee Vote</u>	YES	NO
Douglas Koop, Chairman <i>D.A. Koop</i> <small>D.A. Koop April 7, 2020</small>	<input type="checkbox"/>	<input type="checkbox"/>
Reynolds Scott-Childress Ward 3 <i>Reynolds Scott</i>	<input type="checkbox"/>	<input type="checkbox"/>
Anthony Davis, Ward 6 <i>Anthony Davis</i> <small>Anthony Davis April 7, 2020</small>	<input type="checkbox"/>	<input type="checkbox"/>
Michele Hirsch, Ward 9 <i>JVMorell</i> <small>JVMorell April 7, 2020</small>	<input type="checkbox"/>	<input type="checkbox"/>
Steven Schabot, Ward 8 <i>Steven Schabot</i> <small>Steven Schabot April 7, 2020</small>	<input type="checkbox"/>	<input type="checkbox"/>

Tinti, Elisa

From: Worthington, Rita
Sent: Friday, April 03, 2020 3:54 PM
To: Shaut, Andrea
Cc: Rennie Scott-Childress; Morell, Jeffrey; Tinti, Elisa
Subject: Police Training Initiative
Attachments: Implicit Bias and Cultural Fluency Proposal (1).pdf

Dear Andrea:

At the the last finance meeting, the Special Policing Committee promised to submit our proposal for training for the Police Commission. Please see attached.

We'd like to introduce this at the special finance committee meeting on April 6th, to then be discussed at our common council meeting. I would ask that this matter be placed on the meeting agenda.

Our goal is to get funding for a full day training and then work alongside the commission to figure out which one they'd be more inclined to do. This will eliminate the possibility of having to come back to ask for more funding if the cost is a little higher.

The cost for one full training (7 hrs) up to 100 participants \$10,000.00.

Thank you.

Rita M. Worthington
Alderwoman, Ward 4



Implicit Bias and Cultural Fluency

Dr. Edward Lawson, Jr., Founder and President, FACES, Inc.

edlaw.faces@outlook.com 845-290-2973

About Dr. Lawson

Dr. Lawson is an adjunct professor in the Black Studies Department at the State University of New York (New Paltz) and serves as a National Trainer for the National Training Institute on Race & Equity (NTIRE). Dr. Lawson has also provided professional development, training and technical assistance related to diversity and implicit bias to individuals in education (K-12 and higher education), philanthropy, non-profits, local and federal government, and several other sectors. He is currently contracted with the NTIRE to deliver Implicit Bias Trainings to NYC Department of Education and City of Philadelphia Law Enforcement employees over the next two years. He has played an active role in the promotion of President Obama's My Brother's Keeper Community Challenge, Dr. Lawson was instrumental in establishing the Yonkers MBK Plan and coordination of their Local Action Summit. He also helped to establish, the Lower Hudson Valley MBK Alliance to promote promising practices and programs that demonstrate effectiveness and offer males of color - regardless of their income, geography, or family circumstances – their best opportunity to succeed in school and beyond. Dr. Lawson also provided a *Logic Model 101: Building Blocks to Creating a Successful MBK Program* workshop at the *Pause, Reflect, Reset: More Than a Grant, the My Brother's Keeper Challenge* led by Dr. Anael Alston, Assistant Commissioner, Office of Access, Equity and Community Engagement Services designed to provide NYSED MBK grantees with effective strategies and practices on improving outcomes for BYMOC in New York State. Last November, Obama Foundation announced that The Nepperhan Community Center was selected as one of only ten nationwide winners of the Obama Foundation My Brother's Keeper National Impact Communities.¹ Dr. Lawson served as the Grant Writing team lead for the NCC and will continue to provide leadership for the Yonkers MBK Initiative. Further, he is currently assisting several communities in NYS to establish and implement local MBK programs of their own, including Peekskill, Monticello, Newburgh and Mt. Pleasant Cottage School (Special Act Public School District). He earned a Bachelor of Science and Masters in Business Administration degree in Finance from Manhattan College and a Juris Doctorate degree from the University of Virginia.

Background

Broadly speaking, group-based bias involves varying degrees of stereotyping (exaggerated beliefs about others), prejudice (dis/liking others), and/or discrimination (unequal treatment of others) that occur above or below conscious awareness. Scholars have labeled the subconscious form of group-based bias *implicit bias*. Implicit bias is primarily seen as an attitude or stereotype held about social groups below conscious awareness. It often affects our liking or disliking of others as well as preferential or negative treatment of or behavior toward others. Implicit bias has become very important to understand given the decreased frequency of Americans to freely and openly express negative thoughts, feelings and behaviors regarding other racial groups. Implicit bias is everywhere and affects everyone. We all have implicit bias. The impact of our implicit bias on others, however, significantly depends on our social and professional roles in society. Bias held by educators, police officers, physicians, prosecutors and criminal court judges can influence the state and quality of life that individuals will have for their entire lives.

Research has revealed that many Americans show a positive implicit bias toward White Americans vs. African Americans, young vs. old and fit vs. obese. Showing a preference for or against any particular group does not mean that a person is prejudiced or will discriminate, but it does suggest that s/he has been repeatedly exposed to certain associations between specific groups and specific

¹ VIDEO: www.obama.org/mbka/communities/nepperhan-community-center/

Diversity, Equity and Inclusion Training and Technical Assistance:

Dr. Lawson is available to provide comprehensive Diversity, Equity and Inclusion professional development and technical assistance to individuals and organizations across multiple sectors including but not limited to: individuals in education (K-12 and higher education), law enforcement, philanthropy, non-profits, local and federal government.

- Participants completing a measure of implicit bias and discussing the results
- Small working group discussions regarding potential implementation of several recommended practices/policies from social scientists that are expected to reduce bias. This dialogue will include:

Audience / Setup

- Audience size (per session): 20 to 200 people per session; 30-50 participants per training is recommended for best results
- Classroom style seating, tables placed in "U" shape, or classroom style setup in which everyone faces the front of the room with or without tables in front of each row of chairs. In auditoriums, seats should be filled from front to back.
- Projector and screen; HDMI or VGA cord to run from projector to speaker's laptop on podium
- Audio system that can connect to laptop at podium
- Microphone connected to speaker system for large rooms or groups over 70 people

Recommended Audiences

Implicit bias training is strongly recommended for law enforcement, education, judiciary, corporate, non-profits, philanthropy, community, city/county government, and healthcare organizations as well as other entities in which implicit bias has been shown to significant impact important life outcomes for large groups of citizens.

Workshop Fees (includes airfare, hotel, ground, meals, and incidentals) *

- *One Half-day (3.5 hrs.) training:*
 - Up to 100 participants = \$3,500
 - 101 to 200 participants = \$5,000
- *Two half-day trainings (same day):*
 - Up to 100 participants = \$7,500
 - Up to 200 participants = \$10,000
- *Full-day (7 hrs.) training:*
 - Up to 100 participants = \$10,000
 - 100 to 200 participants = \$12,500

Diversity, Equity and Inclusion Training and Technical Assistance Fees (includes airfare, hotel, ground, meals, and incidentals) *

- *Professional development:*
 - 6-day minimum engagement = \$30,000
 - **Note:** 1-day Professional Development fee = \$5,000/day
- *Technical assistance:*
 - No minimum cost based on use = \$500/hour

*Discount rates can be offered for multiple sessions and for Professional Development.

traits/characteristics and have stored them in memory. These associations are often very strong and difficult to undue without deliberate effort or ongoing training. It is possible, however, to implement practices or policies that reduce the likelihood that implicitly biased beliefs will lead to biased behaviors.

Workshop Description

Dr. Lawson is available to deliver half-day (3.5 to 4 hours) and full day (7-hour) training sessions that address this very important topic.

Both the half-day and full-day trainings address the following questions:

1. What is implicit bias?
2. What does implicit bias look like in the real world?
3. What causes implicit bias?
4. How is implicit bias measured?
5. How does implicit bias affect the person who holds the bias?
6. How does implicit bias affect the attitudes and behaviors of the target group?
7. How can implicit bias be reduced/managed at the individual and institutional levels?
(recommendations will focus on the specific needs of the audience/organization)

Both Trainings Include:

- Overview of implicit bias research and key findings
- Innovative, engaging, and motivational delivery of content

Both Trainings Include (cont'd):

- Highly interactive and introspective exercises
- Small group dialogue of sensitive topics related to working with males of color as a case study
- The use of compelling videos, images, and other media
- Overview of national, industry-specific data disaggregated by race and gender
- A discussion of implicit bias from the target's perspective
- Anonymous audience polling and display of results in real-time. Responses are used as a basis for discussing sensitive topics and to allow participants to see how their attitudes or experiences compare to others. These results are saved as graphs and provided to the organizers.

Full-day (7-hr) Training: In addition to the items listed above, the full day session includes:

- Participants completing a measure of implicit bias and discussing the results
- Small working group discussions regarding potential implementation of several recommended practices/policies from social scientists that are expected to reduce bias. This dialogue will include:
 - Identifying recommendations that are already being implemented as well as the challenges, lessons learned, and impact of each implemented recommendation
 - Identifying 2-3 new recommendations that can be implemented in the short-term
 - Identifying challenges and solutions to implementing the 2-3 recommendations
 - Creating a list of concrete next steps toward implementation of recommendations
 - An overview of follow-up activities and materials that will reinforce workshop information and increase the likelihood of long-term impact
- C.U.E. (Communication, Understanding, and Empathy) Discussions: These are guided discussions in which polling software is used to ask questions about sensitive topics to which participants can anonymously respond in real time on a projector screen. The facilitator will then open up discussions of the anonymous results that encourages the audience to understand the perspectives of others even if they do not agree, and ultimately, to begin to empathize with others from a human level.

CITY OF KINGSTON, NEW YORK, COMMON COUNCIL
HONORABLE ANDREA SHAUT, PRESIDENT

01/01/2020-12/31/2021

COMMITTEE: L&R

DATE: 4/7/2020

RESOLUTION TITLE *RESOLUTION #82 of 2020 authorizing \$10,000 for Police Commissioners Training*

OFFERED BY: ALDERMAN _____
SECONDED BY: ALDERMAN _____

ALDERMAN	YES	NO	ABSENT	REASON
1. JEFFREY VENTURA MORELL (D)				
2. DOUGLAS KOOP (D)				
3. REYNOLDS SCOTT-CHILDRESS (D)				
4. RITA WORTHINGTON (D)				
5. DONALD TALLERMAN (D)				
6. TONY DAVIS (D)				
7. PATRICK O'REILLY (D)				
8. STEVEN SCHABOT (D)				
9. MICHELE HIRSCH (D)				

TOTALS CARRIED 8 DEFEATED 0

ELISA TINTI
CITY CLERK