



**CITY OF EDGEWOOD
COUNCIL STUDY SESSION AGENDA**

Tuesday, January 31, 2023 – 7:00 PM ♦ City Hall – 2224 104th Avenue East ♦ Edgewood, WA

1. CALL TO ORDER

Roll Call, Pledge of Allegiance

2. COUNCIL BUSINESS

A. Equity, Diversity and Inclusion Training - BeCulture

3. OTHER COUNCIL ITEMS

4. ADJOURN

Study Sessions are meetings for Council to review upcoming and pertinent business of the City, no action is taken by the City Council. Study Sessions are open to the public, but public input is reserved for the regular Council meetings

This meeting is accessible to persons with disabilities. For individuals who may require special accommodations, please contact City Hall at (253) 952.3299, 24 hours in advance.



City Of Edgewood Council Agenda Summary Sheet

Subject: Equity, Diversity and Inclusion Training - BeCulture	Agenda Item #: 2.A
	For Agenda of: 1/31/2023
	Prepared by: Jill Schwerzler-Herrera
Attachments (list): 1. RESOLUTION NO. 20.0512 2. Be Culture Recommendation for EDI Best Practices Review 11.4.22 3. For Council EDI Training_01312023 (002)	
Approval of Materials: Jill Schwerzler-Herrera Rachel Pitzel, City Clerk/HR Director 1/26/2023 Dave Gray 1/26/2023 Daryl Eidinger 1/26/2023	Expenditure Required: Amount Budgeted: Timeline: Topic to be added to all future Study Sessions (see item history below)

Summary Statement:

Item History:

The Subcommittee is welcoming [BeCulture](#) (click for bios) to this study session to discuss progress and next steps. Prior to the meeting, please make sure to review the original Resolution (Resolution No. 20-0512) included in the packet.

Recommended Action:

N/A

Fiscal Note/Consideration:

N/A

RESOLUTION NO. 20-0512

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EDGEWOOD, PIERCE COUNTY, WASHINGTON, REQUESTING REVIEW OF THE POLICIES, PROCEDURES AND BEST PRACTICES IN THE SERVICE OF THE CITIZENS OF EDGEWOOD, RESPECTING THE DIVERSITY OF OUR CITIZENRY

WHEREAS, the Edgewood City Council represents a broad and diverse community;
and

WHEREAS, as a Council, we believe we have an obligation to open our eyes, minds
and hearts to the systemic inequities that exists for some groups in our city; and

WHEREAS, all citizens should feel respected, heard and valued in our community; and

WHEREAS, today, we continue to face opportunities and challenges related to
diversity; race and religion, gender and ethnicity, language and sexual orientation, diverse
abilities and disabilities; and

WHEREAS, the Edgewood City Council is committed to serve justly, believes in doing
the right thing for the right reason, and recognizes the need to be unbiased and do better
for all our citizens;

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF EDGEWOOD,
WASHINGTON, HEREBY RESOLVES AS FOLLOWS:**

Section 1. We condemn the mistreatment and cruelty that has been part of our society
for so many, for so long. We embrace the strength that only diversity can
bring to our community. To make our city more inclusive on every level.
To be more about belonging and open to involvement of all people who live

here. To not just invite, but to reach out with open arms to embrace your participation, your voice, and yes, your anger.

Section 2. Our staff and police officers will continue to participate in ongoing de-escalation, harassment and bias training. The staff, police, and elected representatives will all be participating in additional diversity, equity, and inclusion training.

Section 3. We will work to promote a more diverse and representative composition on our staff, boards, committees, and elected positions.

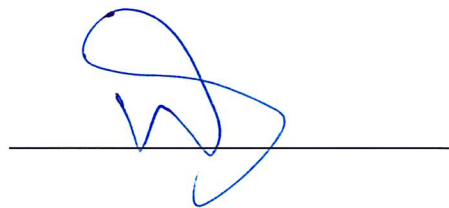
Section 4. We have endorsed a letter of support for Pierce County Council Emergency Resolution R2020-43.

Section 5. We are committed to regular and ongoing discussions, forums, and/or town meetings on this issue, holding at least one per month, starting with a planning session and engaging with local and regional partners.

Section 6. We will provide an update to the community within three months, with the goal of adopting a formal diversity and inclusion plan, identifying ongoing action items, within six months.

Section 7. Effective Date. This resolution will take effect immediately upon passage by the City Council.

ADOPTED THIS 28TH DAY OF JULY, 2020



Daryl Eiding, Mayor

ATTEST:



Rachel Pitzel, CMC

City Clerk

To: EDI Subcommittee of the City of Edgewood City Council
From: Be Culture, James and Kristen Whitfield, Co-Founders
Date: November 4, 2022

After completing contracted advisory meetings with the Equity, Diversity, and Inclusion (EDI) Subcommittee of the City of Edgewood's City Council, Be Culture recommends the City engage a professional firm with expertise in municipal DEI best practices to conduct a review of the City's policies and procedures, pursuant to City of Edgewood Resolution No. 20-0512.

Background:

Consistent with its contract, Be Culture engaged the EDI Subcommittee in advisory meetings with the following objectives:

- Provide training related to foundational EDI principles for use within the Subcommittee and a potential EDI board/commission.
- Support the Subcommittee as it gauges the needs of the community.
- Build Subcommittee members' skills for operationalizing equitable practices to support increased diversity and inclusion.
- Identify pitfalls to avoid.

Over the course of the engagement, Be Culture identified several considerations leading to the recommendation, including:

- The type of review indicated by the resolution is more appropriately conducted by people with professional expertise in best practices related to EDI as applied in municipal government operations and community access/engagement activities.
- Feedback from community engagement activities conducted by the Subcommittee members indicate it is very unlikely there is sufficient expertise available among City residents to provide the level of technical review indicated by the resolution.
- Feedback from community engagement activities conducted by the Subcommittee members also raise concerns about whether the Council has the training and/or preparation to maximize the kind of feedback that residents are likely to provide.
- After the technical EDI review of policies is complete and, if necessary, best practices are implemented, the development of commission or board made up of community members may be a useful next step. If so, the Council will need to provide clarity about the role of the commission/board and the relationship between the Council and the commission/board.

Be Culture does not perform the type of review being recommended, however Be Culture remains prepared to conduct the final activity in its contract – a Study Session Presentation and Facilitated Discussion with the full Council to:

- Report on Council EDI Committee Advisory meetings, including Foundational EDI principles to be used within the Subcommittee and potential board/commission.
- Facilitate discussions that provide City Council direction regarding the potential board/commissions core purpose / strategic imperative relative to the ongoing growth and success of the City.
- Facilitate discussions that provide City Council direction regarding interrelationship between the board/commission and other boards & commissions, the Council, the Officer of the Mayor, and staff functions.

Please direct questions about this recommendation to JamesW@BeTheCulture.com.

REAL 101 Training – NLC – December 5 and 12, 2020

In order for staff to maintain their credentials in their respective fields they are required to do many hours of CEU's (Continuing Education Unit) or CPEs (Continuing Professional Education) courses/trainings. Here are some of the trainings staff has taken or continue to take throughout history of employment here at Edgewood:

- Strategies for Managing Intergenerational Work Groups
- Anti-Harassment and Anti-Discrimination Training
- Harassment, Discrimination, & Retaliation Prevention for Supervisors
- Harassment and Discrimination in the Modern Workplace
- Promoting a Workplace Free of Harassment, Discrimination and Retaliation
- Creating a Bully-Free Workplace
- The Value of Diversity
- Diversity in the Workplace
- Advancement for Women Series
- Women and Gender Bias: Assertive Communication
- Equity in the Workplace Series
- Overcoming Gender Bias at Work
- Foundations of Implicit Bias
- Unconscious Bias Series
- Isms: Avoiding Isms in the Workplace
- Working Well with Everyone Series
- Diversity & Inclusion Playbook: The Unexpected Challenges of Playing Nice at Work
- Hidden biases of good people: Implications for individuals and organizations

Additional EDI actions taken by staff:

- Continuation of the Edgewood Experience Program
- Presented and adopted by Council Resolution No. 22-0618, amending the City of Edgewood personnel policy to establish Juneteenth as a legal holiday for the City of Edgewood.
- May 2022 The City of Edgewood committed to a bias-free hiring process by using the "blind recruitment" process of removing any and all identification details from the submittal packet that will be used by the review committee.
- May and December 2022 the City of Edgewood included EDI language in the Necessary knowledge, skills and abilities section of all job descriptions as well as supplemental questions portion.

BeCulture work with Staff timeline:

- **Be Culture (January 2021 – August 2022)**
Equity, Diversity & Inclusion EDI

Organizational Leadership

Cultural Perspective & Influence

Be Culture Staff Survey

The Edgewood Way

- **September 2022 – January 2023 (Culture Club)**

Professionalism Standards

Communication Standards

Work-Life Balance