

Public Comment #26
BOS Recd. 2-17-23

From: Robin Valicenti <robinvalic3nti@gmail.com>
Sent: Thursday, February 16, 2023 1:20 PM
To: BOS-Clerk of the Board; BOS-District I; BOS-District III
Subject: Removal of Implicit Bias Training

Dear Supervisor Hidahl, Supervisor Thomas, clerk, and other supervisors,

It came to my attention that the BOS plans to vote to remove Implicit Bias Training for board appointed members of all Committees/Commissions/Boards.

I am shocked, saddened and disturbed by this action.

I took the training for my appointment to the HRC and found it very helpful with exposing my personal biases. Implicit bias training programs are intended to expose people to their implicit biases, provide tools to adjust automatic patterns of thinking, and ultimately eliminate discriminatory behaviors.

I believe removing the required training will allow bias to flourish and grow in our county and discriminatory behaviors to fester, unrecognized by our BOS.

During the BOS 2/14 board meeting I was in attendance and asked the BOS to remember their implicit bias training test results and consider whether or not those results impacted their vote to disband the Human Rights Commission.

The next piece of information I hear related to the BOS, is the desire to vote to remove the requirement for Implicit Bias Training.

I am left with the thought that my question prompted BOS discomfort resulting in an attempt to remove implicit bias training for board appointed members of all Committees/Commissions/Boards.

Please, do not remove the requirement for implicit bias training.

Kind Regards,

Robin Valicenti, El Dorado County Resident

From: Cyrette Smith <cyrettebs@yahoo.com>
Sent: Thursday, February 16, 2023 5:34 PM
To: BOS-Clerk of the Board; BOS-District I; BOS-District III
Subject: Implicit Bias Awareness Training

[You don't often get email from cyrettebs@yahoo.com. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>]

Dear Supervisor Hidahl, Supervisor Thomas, and the Clerk of the Board,

I am writing to urge you to protect and continue the Implicit Bias Awareness Training that is currently being considered for removal.

Being aware of one's biases is a self awareness tool that empowers us all to make more informed and intentional decisions. It should not be a political issue.

Knowing one's own mind is strength. Implicit bias awareness training adds to that strength. This can only serve to help to build better leaders for our community.

Choosing to remain unaware of some of our own influences is a choice to diminish our own power and impact. Our decisions are weakened when they can't stand up to our own scrutiny.

As leaders, you are the pillars of our community and we count on you to be the best you can be, in order to represent our interests in the most informed manner possible. Protecting this training demonstrates your commitment to honoring your constituents.

Please build on the strength of our county's leadership by continuing to require Implicit Bias Awareness Training at all levels.

Sincerely,
Cyrette Beauchemin Smith
Resident, El Dorado Hills

From: Sandra Gonzalez <slgon146@gmail.com>
Sent: Thursday, February 16, 2023 11:55 PM
To: BOS-Clerk of the Board
Subject: Implicit Bias Training requirement for Board appointed members of all Committees/Commissions/Boards.
Attachments: EDCB.pdf

Dear Clerk of the Board

I have sent this email directly to Supervisor Hidahl and Thomas.

Please distribute the attached letter to the other Board members.

Thank you,

Sandra Gonzalez, El Dorado Hills Resident

"Stand confident in your truth. Trust and listen to your soul's song."

February 16, 2023

To the El Dorado County Board of Supervisor:

Implicit bias can run the gamut from gender, ethnicity, disability, sexuality, body size, profession, and other factors. As recent events underscore, it's something we need to confront, be honest about, and learn from so everyone is treated more fairly.

It seems easier for institutions such as the El Dorado County Board of Supervisors to offer Implicit Bias Training rather than take a long, hard look and overhaul the way they operate. The reality is, even if the training reliably reduces individual-level bias, various forms of bias embedded in institutions would likely make any improvements hard to maintain. **But we must try!**

Instead of doing away with Implicit Bias Training, look at the current program and evaluate its effectiveness. Does it provide an opportunity for people to be reflective about their own unconscious attitudes, and how their biases may impact their behavior, treatment and perceptions of other people? Is the training reassessed on a regular basis the same way any Board approved and implemented program would be?

Implicit bias is natural and common for everyone. They are social stereotypes about people that individuals form outside their own conscious awareness. The Board now has a conscious opportunity to be proactive in assisting committees and commissions with how best to communicate with our diverse community in ways that may reduce unintentional misunderstandings, and conflict.

The Board should consider the following:

Hire an outside facilitator to

1. Develop a concrete course to include how to best interact with our diverse community,
2. Develop objectives for the training. A workshop structure - not a "one and done" on-line course.
3. Develop and include role playing as part of training.
4. Develop objective training evaluation criteria for all attendees.
5. Develop a schedule for periodic refresher course.
6. Develop an unconscious bias mini workshop to be offered to the community through the Human Rights Commission.

Do not remove the Implicit Bias Training requirement for Board appointed members of all Committees/Commissions/Boards.

Respectfully,

Sandra Gonzalez
El Dorado Hills Resident