

Public Comment #26
BOS Recd. 2-21-23

From: Jessica Winters <drjessicawinters@gmail.com>
Sent: Monday, February 20, 2023 8:47 AM
To: BOS-Clerk of the Board
Subject: Regarding Item 23-0402

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

To whom it may concern:

I was shocked, troubled and confused to hear that the EDC Board of Supervisors was planning to eliminate the human rights commission and remove implicit bias training.

This is in direct opposition to part their mission statement of being of service to the protection and well being of residents, businesses and visitors.

Implicit bias has been well studied and we all have it. As leaders of our county, implicit bias training is essential to ensure fair treatment of all people in our county.

Please reconsider eliminating the human right commission and implicit bias training.

Sincerely,
Dr. Jessica Winters
El Dorado county resident

Sent from my iPhone

From: ROBERT & Margie READ <bread1@comcast.net>
Sent: Monday, February 20, 2023 9:15 AM
To: BOS-District III; BOS-District I; BOS-District V; BOS-District IV; BOS-District II; BOS-Clerk of the Board
Cc: ROBERT & Margie READ
Subject: Comment for Agenda Item 23-0402

Importance: High

To: Board of Supervisors, El Dorado County

I should attend Tuesday's Board meeting where you will discuss the elimination of a requirement for Implicit Bias Training for Board appointees. But I am unable to be there this time, so I write you this letter instead. I want you to know how I feel about your current trend to getting rid of requirements so that requirements can't be broken. Or, I should say, the trend toward facilitation of discrimination.

I am appalled that you are even discussing this, particularly since you have already indicated a desire to eliminate the Human Rights Commission in the near future. The reason you are giving relevant to Implicit Bias Training is because some appointees don't have the desire to take it and some Board members refuse to enforce it. Therefore, you say, "it seems reasonable to remove (the) requirements."

Because you won't enforce them? This action can easily be interpreted as an expression of disdain on your part for victims of racial/gender/religious bias and an unwillingness to enforce a path to help them.

Keep in mind that you are doing this in lock step with Vladimir Putin's elimination of a group that was commissioned to hold him accountable to the Helsinki Human Rights Accord; at the same time as people of color are dying from police chokeholds and beatings; and simultaneous to local situations where women of color are being bullied and threatened. And we have local members of groups such as Proud Boys that still maintain that the bloody and violent January 6 riot at the White House was the right thing to do.

When I moved to this county 41 years ago, I felt safe. I no longer do. You know how to fix this.

Margie Lopez Read
Placerville

From: laralg@aol.com
Sent: Monday, February 20, 2023 9:18 AM
To: BOS-Clerk of the Board
Subject: Agenda #26, Item 23-0402
Attachments: Letter to BOS2.docx

RE: Agenda #26, Item 23-0402

FROM Lara Gularte, Diamond Springs

See my attached letter. Please distribute to each supervisor and all interested parties. Please confirm receipt.

Thank you,

Lara Gularte

Diamond Springs

ATTENTION: Board of Supervisors, El Dorado County
RE: Agenda #26, item 23-0402 Removal of the Implicit Bias Training requirement for Board appointed members of all Committees/Commissions/Boards.

The BOS reports, “unintended consequences from that action, such as resignation of appointees and difficulty in recruiting new appointees due to the Implicit Bias Training requirement.”

I disagree that the Implicit Bias Training requirement should be removed due to difficulties to maintain it. I would imagine that on February 9, 2021, when Supervisors Novasel and Turnboo recommended an Implicit Bias Training Requirement for all Committees/Commissions/Boards, the meaning of this training was well researched, and thoughtfulness was put forth by all supervisors in their reasoning to implement this requirement. For this reason, I assume the BOS to be educated that Implicit Bias Training is of great value and can empower communities to strive to be inclusive providing a safe and equal environment for important decision making. That such training can give those who serve on Committees/Commissions/Boards, a comprehensive understanding of how unintentional bias can influence their interactions.

I believe that Implicit Bias Training should not only continue but expand to include training for all county employees. As elected officials of El Dorado County managing Implicit Bias Training is only one challenge among many other challenges you have signed on for. All that is required is the need for strong leadership and the will to do the right thing.

Lara Gularte
Diamond Springs

From: Mary Elliott-Klemm <ml.elliott@sbcglobal.net>
Sent: Monday, February 20, 2023 12:11 PM
To: BOS-Clerk of the Board
Subject: Comment for Agenda Item 23-0402
Attachments: BOS- HRC and Implicit Bias Training.pdf

Dear BOS,

First of all, thank you for your service. You have a difficult job.

I have lived in El Dorado County for about 50 years and there are so many reasons that this is a great place and I was proud to raise my family here.

But, there is a dark side to EDC. It's the part we never talked about, that many of us didn't even know existed. ...That haunts us still.

About 30 years ago I took a Bias training that showed me a view of EDC and myself that I didn't know about. I always thought of myself as open minded and certainly not racist. The training made me realize that I have biases that I never knew about. I was surprised, but thankful that I was now more aware.

It also showed me a view of EDC that I had never seen. One of the participants, a professional black woman, shared that she ALWAYS filled her gas tank in Sacramento before heading up the hill to Tahoe. She did not feel safe to stop at a gas station in EDC. She knew then that there are many folks in our county that are racist. Her comment was echoed by others in the room who felt the same. I was shocked! EDC? Such a great place? In my home they didn't feel safe??? I could hardly believe what I was hearing.

That was many years ago...let's fast forward to the present when we have racist taunts happening at sports events, bullying of people of color, the glorification of hate symbols...the list goes on...

The bottom line is that EDC has a dark side of racial intolerance and discomfort with people that don't fit its norm.

In itself, that's understandable, and we are not so different than many other places in the world. EDC is still a great place to live.

But, the measure of whether EDC is a great place or not depends on how we handle this issue. Do we, knowing that these viewpoints and problems exist, ignore them? Do we dismantle tools that have been established to deal with them?

Or do we take a more courageous stand and struggle to improve the situation?

If people are resistant or uncomfortable with Implicit Bias Training, isn't it clear that they really would profit from the training? How could we educate our commissions and staff to find the training more palatable, to help them realize that this is an opportunity to learn and grow? If the Human Rights Commission isn't running smoothly, why wouldn't we work to make it better?

What are we afraid of?

I urge you to find solutions to solve our very deep and difficult problems. Keep the Human Rights Commission and work to improve it. Find a way to make Implicit Bias Training more palatable and enforceable.

Don't throw up your hands in defeat...and let the dark side of El Dorado County persist.

What are we afraid of?

Best wishes,
Mary Elliott-Klemm

From: Davie Fecteau <drfecteau@gmail.com>
Sent: Sunday, February 19, 2023 3:41 PM
To: BOS-District I; BOS-District II; BOS-District III; BOS-District IV; BOS-District V; BOS-Clerk of the Board
Subject: Regarding Required Implicit Bias Training

Some people who received this message don't often get email from drfecteau@gmail.com. [Learn why this is important](#)

To the Board of Supervisors,

I am writing to show my support for continued use of the required implicit bias training. It has come to my attention that there has been a motion to vote to remove the training from county commissions, committees, and boards. We all have blindspots because we all are operating out of our own perspectives. Training like implicit bias training can help identify blindspots and give perspective to things we don't normally experience or see. Training like this can only improve the well being of county members overall. Please do not vote to have it removed.

Regards,
Davene Fecteau
El Dorado Hills

From: cgbraver@comcast.net
Sent: Sunday, February 19, 2023 7:25 PM
To: BOS-Clerk of the Board
Subject: agenda item 23-0402

TO THE clerk of the Board of Supervisors,EDC

Re: 23-0402

Dear Members of the Board,

I strongly support the motion to remove "implicit bias training" for Board appointed members of committees and commissions, for the following reasons.

All our representatives in government, whether elected or hired, should treat every human being they encounter in the course of their work with respect and dignity, regardless of race, ethnicity, sexual orientation, disability, age, or ideology, and reminding employees of that obligation and that there are strictly enforced laws against discrimination might be appropriate practice. But this is not what "implied bias" is primarily about, but rather is part of an ideological agenda, the assumptions of which most people in our politically diverse community do not agree. Government should not be in the business of advocacy.

The very word "implicit" evokes the Robin D'Angelo/Ibraim Kendi school of race obsessed essentialism, which posits that racism is so baked into every facet of our society to this day, so systematic on every level that guilt or victimhood is based not how one actually lives one's live or how much one has personally achieved, but on one's skin color, or other immutable characteristics. What kind of society are we living in, when the way people act, what they say, is no longer sufficient as a judge of character, but their very thoughts need to be policed for correctness and "wrong think". The assumptions of these workshops are, in my view, demeaning to all people, treating them as stereotypical identity groups rather than individuals, and their coercive nature as the prerequisite to a position in our County Government fosters resentment, division, and performative compliance rather than real understanding and compassion.

Thanks for the opportunity to give feedback,

Carole Braverman

El Dorado Hills, Feb 20, 2023

From: Clarissa Etter-Smith <cettersmith@gmail.com>
Sent: Saturday, February 18, 2023 1:08 PM
To: BOS-Clerk of the Board
Subject: Implicit Bias Training

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Dear Board Clerk and Members,

In response to the move to eliminate Implicit Bias training- I would like voice my opposition to that decision.

As the population changes in our county, these types of trainings can enable greater understanding for all who participate.

Your desire to remove the training - lends itself to be interpreted as not being open to growth or learning- thus depriving those who represent us to represent ALL of us. We need to endeavor to be more inclusive, and to do that education is important. Biases are often not recognized and and these trainings shine a light on blind spots we may not be aware of.

I am in complete opposition to removing g this training.

Thank you, Clarissa Etter-Smith

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Best, Clarissa

From: karen guthrie <karenbguthrie@gmail.com>
Sent: Saturday, February 18, 2023 7:18 PM
To: BOS-Clerk of the Board
Subject: Item 23-0402. Mon. 2/20 hearing

Honorable Supervisors:

I urge you NOT to remove Implicit Bias Training requirement for those citizens serving on various boards and committees and appointed by you. It is essential that those citizens be reminded of their own biases — not just one time but regularly — before they make decisions that will impact residents or our county in general.

I was first introduced to this concept by my granddaughter when she shared a site on a university that allowed you to test your own biases. I was astounded with the results which shook my own confidence in my beliefs. We need to be reminded regularly in order to eliminate the subtle discrimination we practice.

As a resident of this county for over 50 years, an active participant in community matters, and a member of dozens of non-profit boards, in addition to appearing before your board and serving as one of your appointees, I recognize the importance that we citizens be aware of our personal biases and work to eliminate them.

Implicit Bias Training is essential.

Karen B Guthrie, J.D. retired
5252 Highcrest Drive
Cameron Park

From: Melinda Velasco <velamar333@gmail.com>
Sent: Saturday, February 18, 2023 8:32 AM
To: BOS-District V
Cc: BOS-Clerk of the Board
Subject: Implicit Bias Training

2-18-23

Dear Supervisor Laine

I welcome you to our county as the District 5 Supervisor. I am truly grateful that you are part of the County Board. I have watched you and listened carefully during recorded meetings and I am delighted you are now part of the conversation. Thank you for your thoughtfulness and good sense.

I saw that there is a recommendation on the 2-21-23 that the County remove Implicit Bias Training for all members of Committees, Commissions, and Boards. This would be a grave error in judgment.

Included in the justification for this move was that people have resigned or not applied to new positions because they don't want to do the training. Further, the County has had trouble enforcing the training. Neither of those reasons rationalizes removal. Those circumstances, in reality, further emphasize the need for more work in education about implicit bias.

We all have implicit biases. Some may carry bias about a group of people who appear to share the same religion; others may have bias regarding gender or age. The list goes on and on. Implicit bias training should never be used to reprimand members of the leadership in our county (and I sincerely hope that it hasn't been delivered in that way; I also hope that the Board has kept results personal). The training should yield information about trends which then allows the test-taker to reflect on the results in order to strive for fair treatment of all El Dorado County citizens. Addressing our implicit biases is part of good governance.

One of the keystone ideals of this country is that all people are created equal. I would expect that people who participate on committees and such would strive for fairness and good governance. If that isn't the case for someone, that individual should not be sitting on a commission, committee or board. It's as simple as that. If a person chooses not to apply to a government position because s/he is not willing to put her/himself aside for a moment to do what is in the interest of the greater good, that person should not be sitting on a commission, committee or board. If a person cannot see why s/he should "jump through the hoop," more education is needed.

On to enforcement, unfortunately the inability to enforce the training falls in the camp of the local government. Just like in my classroom, enforcing rules falls on me. Deciding not to enforce a requirement for civil speech in a classroom because students constantly swear is not a solution. Incentivizing the desired behavior is one way to approach behavior change. Education supports behavior change as well.

If anyone in a leadership position does not see the value in implicit bias training, that person needs more education. If that individual is not willing to do self-reflection for the greater good of our county's citizens, s/he should reconsider her/his role as part of County Leadership.

I ask that you vote in support of keeping implicit bias training for members of county leadership. We desperately need it, now more than ever.

Thank You,

From: Melinda Velasco <velamar333@gmail.com>
Sent: Saturday, February 18, 2023 9:01 AM
To: BOS-District II
Cc: BOS-Clerk of the Board
Subject: Implicit Bias Training

2-18-23

Dear Supervisor Turnboo,

I want to thank you for recommending the County implement implicit bias training back in 2021. It demonstrated that you care about trying to be fair with everyone in the county. I appreciate that.

I saw that there is an item on the 2-21-23 BOS agenda to now remove Implicit Bias Training for all members of Committees, Commissions, and Boards. That would be a serious mistake.

The justification for this move was that people have resigned or not applied to new positions because they didn't want to do the training. Further, the County has had trouble enforcing the training. Neither of those reasons rationalizes removal. Those circumstances, in reality, further emphasize the need for more work in education about implicit bias.

We all have implicit biases. Some may carry bias about a group of people who appear to share the same religion; others may have bias regarding gender. The list goes on and on. Perhaps you have seen that people dressed in shabby clothing are treated differently in stores. Implicit bias training isn't supposed to be a "gotcha" (I hope the County keeps results confidential). The training should give a test-taker information about his or her own tendencies. Acknowledging our own tendencies and biases helps us be more fair. We need leaders to be fair.

One of the keystone ideals of this country is that all people are created equal. If a person chooses not to apply to a government position because s/he is not willing to put her/himself aside for a moment to do what is in the interest of the greater good, that person should not be sitting on a commission, committee or board. If a person cannot see why s/he should "jump through the hoop," more education is needed.

On to enforcement, unfortunately the inability to enforce the training falls on the Board. It is your responsibility to figure it out. Deciding not to enforce a requirement for civil speech in a classroom because students constantly swear is not a solution. Giving people something that is positive when they do something right is a good way to motivate people to do something. If you give people who complete the implicit bias training something positive, they will be more likely to do it. Education will also help.

If anyone in a leadership position does not see the value in implicit bias training, that person needs more education. If that individual is not willing to do self-reflection for the greater good of our county's citizens, s/he should reconsider her/his role as part of County Leadership.

I ask that you **stick with your initial feeling on this training** It was a good idea. It's good for our County.

Thanks,

Melinda Velasco

From: Melinda Velasco <velamar333@gmail.com>
Sent: Saturday, February 18, 2023 8:14 AM
To: BOS-District III; BOS-Clerk of the Board
Subject: Implicit Bias Training

2-18-23

Dear Supervisor Thomas,

I live off of Canal Street in Placerville, so you are my Supervisor.

I saw that you are suggesting the County remove Implicit Bias Training for all members of Committees, Commissions, and Boards. That would be a serious mistake.

The justification for this move was that you have had people resign or not apply to new positions because they don't want to do the training. Further, the County has had trouble enforcing the training. Neither of those reasons rationalizes removal. Those circumstances, in reality, further emphasize the need for more work in education about implicit bias.

We all have implicit biases. Some may carry bias about a group of people who appear to share the same religion; others may have bias regarding gender. The list goes on and on. As a woman, you have most likely have experienced people underestimating you based on your gender. Perhaps you have seen that people dressed in shabby clothing are treated differently in stores. Implicit bias training should never be used to reprimand members of the leadership in our county (and I sincerely hope that it hasn't been delivered in that way; I also hope that you have kept results personal). The training should yield information about trends which then allows the test-taker to reflect on the results in order to strive for fair treatment of all El Dorado County citizens. Addressing our implicit biases is part of good governance.

One of the keystone ideals of this country is that all people are created equal. I would expect that people who participate on committees and such would strive for fairness and good governance. If that isn't the case for someone, that individual should not be sitting on a commission, committee or board. It's as simple as that. If a person chooses not to apply to a government position because s/he is not willing to put her/himself aside for a moment to do what is in the interest of the greater good, that person should not be sitting on a commission, committee or board. If a person cannot see why s/he should "jump through the hoop," more education is needed.

On to enforcement, unfortunately the inability to enforce the training falls on you. It is your responsibility to figure it out. Deciding not to enforce a requirement for civil speech in a classroom because students constantly swear is not a solution. Incentivizing the desired behavior is one way to approach behavior change. Education supports behavior change as well.

If anyone in a leadership position does not see the value in implicit bias training, that person needs more education. If that individual is not willing to do self-reflection for the greater good of our county's citizens, s/he should reconsider her/his role as part of County Leadership.

I want you to you reconsider your initial thought to remove this training. I know that you try to be fair. We have spoken before. Implicit bias training is something that helps make things more fair for everyone. It's not a "gotcha." I ask that you vote to continue the training and help figure out how to manage it better.

Melinda Velasco

From: Melinda Velasco <velamar333@gmail.com>
Sent: Saturday, February 18, 2023 8:26 AM
To: BOS-District I
Cc: BOS-Clerk of the Board
Subject: Implicit Boas Training

2-18-23

Dear Supervisor Hidahl,

I work in El Dorado Hills, so you are the Supervisor of many of the young people in my school community.

I saw that there is a recommendation on the 2-21-23 that the County remove Implicit Bias Training for all members of Committees, Commissions, and Boards. This would be a grave error in judgment.

Included in the justification for this move was that people have resigned or not applied to new positions because they don't want to do the training. Further, the County has had trouble enforcing the training. Neither of those reasons rationalizes removal. Those circumstances, in reality, further emphasize the need for more work in education about implicit bias.

As you probably know, **we all have implicit biases**. Some may carry bias about a group of people who appear to share the same religion; others may have bias regarding gender or age. The list goes on and on. Implicit bias training should never be used to reprimand members of the leadership in our county (and I sincerely hope that it hasn't been delivered in that way; I also hope that you have kept results personal). The training should yield information about trends which then allows the test-taker to reflect on the results in order to strive for fair treatment of all El Dorado County citizens. Addressing our implicit biases is part of good governance.

One of the keystone ideals of this country is that all people are created equal. I would expect that people who participate on committees and such would strive for fairness and good governance. If that isn't the case for someone, that individual should not be sitting on a commission, committee or board. It's as simple as that. If a person chooses not to apply to a government position because s/he is not willing to put her/himself aside for a moment to do what is in the interest of the greater good, that person should not be sitting on a commission, committee or board. If a person cannot see why s/he should "jump through the hoop," more education is needed.

On to enforcement, unfortunately the inability to enforce the training falls in the camp of the local government. Just like in my classroom, enforcing rules falls on me. Deciding not to enforce a requirement for civil speech in a classroom because students constantly swear is not a solution. Incentivizing the desired behavior is one way to approach behavior change. Education supports behavior change as well.

If anyone in a leadership position does not see the value in implicit bias training, that person needs more education. If that individual is not willing to do self-reflection for the greater good of our county's citizens, s/he should reconsider her/his role as part of County Leadership.

I ask that you vote in support of keeping implicit bias training for members of county leadership. We desperately need it, now more than ever.

Thank You,

Melinda Velasco

From: rdmore5300 <rdmore5300@comcast.net>
Sent: Friday, February 17, 2023 5:21 PM
To: BOS-Clerk of the Board
Subject: Implicit Bias Training

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Hello,

Pls continue your implicit bias training I know that you may think it's nothing new, but it is eye opening and it does help us all to remain vigilant in fighting racism.

This is no different than sexual harassment prevention training that we've all taken for years!!

Donnata Moreland
El Dorado Hills
916-622-3256

From: Scott and Bill <SB2649@comcast.net>
Sent: Monday, February 20, 2023 1:11 PM
To: BOS-Clerk of the Board
Subject: Implicit Bias Training

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To Whom It May Concern:

I am saddened to hear that the board is planning to get rid of implicit bias training for committee members.

I am a retired nurse who worked in the Bay Area. I took this training and it opened my eyes to all the ways that we harbor prejudices that we don't realize we had. I found it incredibly enlightening. I would strongly encourage the board to keep the requirement. The county will be much better for it.

Thank you,
Scott Taylor

Sent from [Mail](#) for Windows

From: Lorraine King <lorraine.king@sbcglobal.net>
Sent: Monday, February 20, 2023 2:20 PM
To: BOS-District I; BOS-Clerk of the Board
Subject: bos agenda 2.21, agenda item 23-0402, implicit bias training

To: Supervisor John Hidahl, Clerk of the Board, other Supervisors

RE: Implicit Bias Training Removal

I understand that the EDC BOS is considering removal of the requirement that all Board appointed members of county commissions, boards, and committees take Implicit Bias Training. I think that having an understanding into one's unconscious biases and prejudices is essential to representing the diverse residents in our county and I urge you to keep this requirement.

We have growing divisiveness and lack of understanding in our country and county. We need MORE empathy and knowledge into how we can get along together, not less. Whether you want to admit it or not, there are plenty of documented and anecdotal examples of bullying and threatening behavior in our county. I don't believe it serves any of us to be represented by people who think their viewpoint is the only way.

On a different but related twist, does anyone believe that we don't have serious discord based on political beliefs in El Dorado County? It is interesting that on the subject of dismantling the Human Rights Commission, the BOS has suggested that Bridging Divides-El Dorado (www.bridgingdivides-eldorado.org) is an alternative for supporting Human Rights. (Human Rights is NOT its stated mission). But, please note that Bridging Divides borrows from the national program, Braver Angels, (www.braverangels.org) whose mission is to "bridge the partisan divide and bring conservatives and progressives together on equal terms to understand their differences and find common ground". I attended a Braver Angels on-line training in January and guess what, they included an exercise on Implicit Bias Training! In my breakout group, all of us discovered we held biases towards the other political party that we didn't know we had.

We all have biases and preferences; that is human nature. And we must be aware of those unconscious biases in order to get along civilly with our neighbors and to protect the marginalized among us.

I urge you to KEEP the requirement of Implicit Bias Training.

Sincerely,

Lorraine King

El Dorado Hills resident

From: Jill Blue Keith <jill@jillbluekeith.com>
Sent: Monday, February 20, 2023 3:35 PM
To: BOS-Clerk of the Board
Cc: Jill Keith
Subject: Board Meeting Item 23-0402

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Voting on the the removal of the Implicit Bias Training requirement should not be an issue.

If anything I would think the requirement should include more people in the government.

The reality of people showing bias or bigotry has increased. You can see this by the increase of shootings, beatings, hateful speech and other inhuman treatment of people.

This training brings awareness to the issue and reminds those representing El Dorado County what is and is not acceptable behavior.

Please keep Implicit Bias Training in place and if possible have additional training to improve our County's acceptance of everyone.

Thank You,
Jill Blue-Keith
Placerville Resident

From: Toni Maita LMFT <dolcegrs@sbcglobal.net>
Sent: Monday, February 20, 2023 3:54 PM
To: BOS-Clerk of the Board
Subject: Implicit Bias training

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Good afternoon

I just wanted to send you a note to assert that we need the implicit bias training. I was on the Behavioral Health Commission, though I recently had to resign for health reasons. Taking the implicit bias training was helpful to me, and I believe it will be very helpful to others.

I hope that the drive toward removing it isn't politically motivated. I think that would be a tragic mistake for the citizens of El Dorado County.

Best regards,

Toni M Maita, MS LMFT

"If you bring forth what is within you, what you bring forth will save you. If you do not bring forth what is within you, what you do not bring forth will destroy you." - The Gospel of Thomas - verse 70

Toni Maita MFT

<https://www.facebook.com/Toni-M-Maita-LMFT-106263048671785/>

[Http://www.tonimaitamft.com](http://www.tonimaitamft.com)

[Http://www.yourshamanicjourney.com](http://www.yourshamanicjourney.com)

925-324-0703

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From: Irene Lipshin <iclipshin@gmail.com>
Sent: Monday, February 20, 2023 8:31 PM
To: BOS-District III; BOS-District I; BOS-District V; BOS-District IV; BOS-District II; BOS-Clerk of the Board
Subject: Public Comment BOS Training Feb 21 2013
Attachments: ILipshinEDCBOS022123final.docx; ILipshinEDCBOS022123final pdf.pdf

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Dear Board Members, I was not able to drop this letter off because your offices were closed for the holiday. Please read at the meeting and enter into comments for the Board Action on Implicit Bias Training. Also please notify me of receipt and action taken.

26. 23-0402 Supervisors Parlin and Thomas recommending the Board remove the Implicit Bias Training requirement for Board appointed members of all Committees/Commissions/Boards.

FUNDING: N/A
County

Gratitude for your service. Sincerely, Irene Lipshin

To: EDC Board of Supervisors; Re: Implicit Bias Training, Date: February 21, 2023

From: Irene Lipshin, County resident since 1971; Parent of three EDC Schools grads; County Schools Educator 30 years
Past: California Public Policy Intern; Current Advocate for Children and Families. AEYC, Assoc Educ Young Children.

First, I want to let you know that this is a very difficult letter for me to write. The fact that you do not mandate Implicit Bias Training for all your employees and elected officials shows that you may not realize how many county residents may feel unsafe or afraid to live in El Dorado County. As I sometimes experience. I will never walk downtown with any religious symbol jewelry showing. Why? Read on. I also understand it is a challenge to fill the seats for unelected government positions. But the People of this county must come first. I urge you to reconsider your decision to end Implicit Bias Training. Your position on the Board by election or appointment is non-partisan, representing all people in your districts in this diverse county. Canceling the Implicit Bias training requirement that you implemented in 2021 means ending this training for members who serve our community and need education and support for recognition of our differences and commonalities. Reasons: problems and inconsistencies with compliance enforcement, resignations of appointees who object to training, and concern about losing valued volunteers.

Those are the exact reasons for NOT ending the requirement. Appointees may not want to spend the time, but this is a professional requirement for a professional position. Why would our representatives and those who work for us in our government not need to discuss and be trained in ways that educate them to recognize biases that may interfere with the ability to govern as you all have been charged to do through election or appointment? Why are these people in these positions if they do not want to serve the community? Training is part of all positions, elected and volunteer.

El Dorado County is home to people of different religions and political affiliations or none and different racial profiles and beliefs, who need to be represented by people in office who understand how and why our constitution protects us so we can live productive lives. This is training and/or practice in the development of sensitivity and skills needed to work with diverse populations and to recognize the Implicit Biases that are part of our daily decisions and beliefs, not political.

I have been a resident of El Dorado County since 1971 and a retired teacher, of all levels, in EDC, preschool through college, including Title I, English as a Second Language, mentoring, classroom and working with children, parents, teachers, the community. Every year, and throughout their careers, all teachers are trained and their credentials updated. This is a professional requirement for delivering the best education to all children and families.

You are working in a professional capacity for the community and must also be trained and updated. Implicit Bias training reinforces why and how we all can safely work and live together in this county. Many stories about racism in our county are important for you to hear and to realize they are not isolated or rare and are often in the news. Current, or possibly dated to 1971 or past history, the gold mining days and days of the Miwok people who lived here before us. Or voices of people of color who wanted to live here, but left after a few months or years, because they didn't feel safe sending their children to our schools or walking in our town. Or to people who come here now to work in our agricultural and service jobs. They are not invisible; they live in our town, pay taxes and their children attend school. In El Dorado County.

Visitors and residents walk Downtown and see an effigy, a hangman with a noose, swinging from a building above our public sidewalk on our public Main street, that we pay taxes to maintain, and either nervously laugh or are horrified that in this century this is an approved tourist attraction. And the name Hangtown, when Placerville is more appropriate, is another decision that is more about tourism than our community needs. In my 30 years of teaching I have encountered incidents that required my counseling or referral. On the newly created El Dorado Trail, many years ago, someone painted large white swastikas on the trail, where I took my first and second graders for weekly walks. We had that anti-Semitic graffiti removed before we could walk there again. As teachers, we have had to address these concerns to families, students, and the community. We are still worried about these incidents. What affects our children? What do they learn? In 2023. In our county there are residents and visitors who drive around in trucks and cars with Confederate Flags waving and gun racks to remind us that they are here. I am not the only person who is intimidated and disturbed by those who are biased against people of color or non-Christians. My parents lived in Placerville, 1969-71 and left after someone scrawled swastikas and a message, "Jews not wanted." on their mailbox and in mail. Heartbreaking for my father, an Army veteran, who had met only a few friends from the local donut shop who would have known our family was Jewish. My family moved very quickly to El Dorado Hills with no problems after that. Still in the county.

Today you must make a decision to meet El Dorado County's needs by retaining a simple requirement, not choice, but requirement, for the Training of all Supervisors and their volunteers or appointed members to participate in Implicit Bias Training. We all need that training. You must ask yourself why any representative of our county would not want to be trained. This is not a political mandate; it is a simple requirement to meet the needs of the position. I hope after reading my letter, you also understand the need for a Commission on Human Rights in El Dorado County.

Thank you, Irene Lipshin 663 David Circle, 95667 iclipshin@gmail.com

To: EDC Board of Supervisors; Re: Implicit Bias Training, Date: February 21, 2023

From: Irene Lipshin, County resident since 1971; Parent of three EDC Schools grads; County Schools Educator 30 years
Past: California Public Policy Intern; Current Advocate for Children and Families. AEYC, Assoc Educ Young Children.

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