

DRAFT PROPOSAL

Summary

This document describes a proposed partnership between the County of El Dorado and the Sacramento chapter of the American Leadership Forum (ALF) to offer training sessions to the County's Human Rights Commission (HRC) on the science of implicit bias and de-biasing interventions. The training will include what resources to provide to people who have experienced discrimination (including racism), the appropriate language and approach to use with them, and how and when to escalate a concern or issue to County staff. These sessions will lay the groundwork for the Commission to conduct outreach and to provide education and resources for diverse groups, including veterans, seniors, the homeless, and people experiencing mental illness.

This proposal consists of three phases:

- Phase I — Implicit Bias Training
- Phase II — Dialogue and Communications Training
- Phase III — Multicultural Committee Design Work

Phase I: Implicit Bias and De-Biasing (4 hours)

In recent years, cognitive scientists have asked whether it is possible to de-bias an institution and counter individuals' implicit biases. Many peer-reviewed studies suggest that de-biasing is indeed possible with strategic interventions at critical points in a decision-making process. This session will examine the findings of these studies and help participants identify points where bias might creep into decision making.

Training Session I: Implicit Bias

1. Introduction of the Agenda

- a. We will present the tools and discuss their application and interactivity. During this initial primer, we will provide a roadmap and basic concepts for a basic training that could later be expanded into a deeper study.

2. Understanding Implicit Bias

- a. Advances in cognitive science that examine how the brain receives, processes, filters, associates and ultimately recalls information, challenge us to reform our practices to better understand the bias that is in us all as well as the bias in institutions. This introductory session will cover the essentials for a foundation on the cognitive science behind implicit bias.
- b. Identifying the bias and automatic associations that exist below the level of our conscious mind.
- c. Understanding your own bias becomes a lens to understanding bias in others.

Training Session II: De-biasing Interventions and Practices

1. Unpacking

- a. We will review the previous session's lessons and the issues discussed. This is an interactive discussion and allows participants to see how the lessons may

unfold in their lives. We will explore four levels of how bias manifests: personal, interpersonal, institutional and structural.

2. Understanding Racialized Structures and Application of De-biasing Techniques
 - a. We will analyze the de-biasing techniques at a deeper level and discuss how we might apply them in the four levels we unpacked.
3. De-Biasing Breakouts
 - a. Following the presentation, we will have participants work in smaller groups to begin to explore possible interventions to disrupt the automaticity of bias at each decision point.
4. Breakout Session Debrief
 - a. We will report out on group's discussions and share learnings to all participants.
5. Next Steps
 - a. We will discuss the path forward, identifying specific opportunities and challenges, and gauging participant interest and commitment levels moving forward.

Phase II: Dialogue and Communications Training (4 hours)

1. Pre-training consultation and preparation
 - a. Work with the County to solidify training objectives and outcomes;
 - b. Work with the County to determine the Human Rights Commission's current skills, knowledge, and experience related to dialogue and discrimination, and if necessary, administer a short pre-training survey to better assess their skills, knowledge, and experience in order to focus the training on areas they most need and want to improve.
2. Draft agendas and design for two trainings (two hours each)
3. Conduct up to two pre-training consultation calls with the County to review final design and execution; and prepare materials (including relevant handouts, activities, etc.)
4. Training and facilitation for two dialogue and communications training sessions (two hours each) (exact dates TBA) for up to 10-15 participants
5. Post-training debrief and follow-up
 - a. Schedule a meeting with the County to debrief outcomes, including review of any items that emerged as a result of the training.

Phase III: Human Rights Commission Design Work (4 hours)

1. Review current commission scope and reporting structures
 - a. Who does the HRC report to?
 - b. Are all commissioners comfortable with carrying out the objectives of the HRC?
 - c. Based on the HRC's current training and objectives, does the scope of the commission need to be updated or expanded?
 - d. Are there systems and processes in place that provide clear direction on what the HRC should be responding to and who else may need to be informed within the County?
 - e. Does the Commission have the people and resources necessary to carry out the work? If not, what/who is missing?

2. Engagement strategy

- a. Who and how will the HRC engage, collect or solicit feedback from residents? Surveys, standing meetings with different community groups, or committees of the Board of Supervisors? County administration?

3. Timing and frequency

- a. How often will the HRC engage, collect or solicit feedback meet with residents, County administration or the Board of Supervisors?

4. Reporting and communication

- a. How will the Commission report, communicate with, and/or follow up with residents, County administration, community groups, or the Board of Supervisors on matters brought to the HRC?
- b. In writing
- c. Attendance and verbal reports