



CITY OF MILPITAS

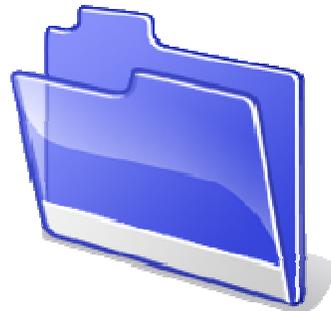
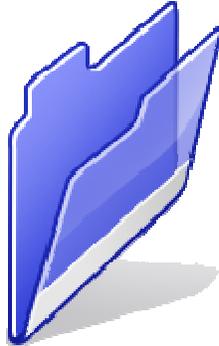
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GENERAL INFORMATION: 408-586-3000, www.ci.milpitas.ca.gov

8/18/2020

Agenda Item No. 9



ATTACHMENT RELATED TO AGENDA ITEM RECEIVED AFTER AGENDA PACKET DISTRIBUTION



MEMORANDUM



Date: 08/18/2020

To: City Manager Steve McHarris, City Attorney Chris Diaz

CC: City Clerk Mary Lavelle

Subject: See Below

From: Councilmember, Karina Dominguez 

Subject: IMPLICIT BIAS TRAINING MODULE FOR CITY COUNCIL, CITY COMMISSIONERS, AND CITY EMPLOYEES

BACKGROUND

It is vital as city representatives to lead the change that our community is so desperately seeking. We have a role in government to dismantle institutional inequality and build inclusive practices that will foster equitable outcomes. Building understanding among ourselves and our employees is the first step in building a new culture. To promote a supportive environment, we must take the time to develop self-awareness and participate in implicit bias training. This training will help individuals become aware of their own implicit biases. Awareness-building activities will help participants understand that we all have biases, and it will teach strategies to interrupt and neutralize these biases, guiding learners to be better employees, co-workers, and policymakers. A certified trainer should lead this course work and the material should focus on moving beyond awareness-building. Real-life interactive scenarios should be included and will provide practical experience in making conscious decisions to move beyond bias. City representatives will be inspired and equipped to identify and implement equitable work practices and behaviors to dismantle oppressive systems and foster equitable outcomes. Providing this additional training will support our goal of building an inclusive city for all Milpitanians.

RECOMMENDATION:

Direct staff to incorporate implicit bias training as part of the existing city training program and place this item in a future council agenda for consideration.