



## Legislation Text

File #: 21-999, Version: 1

### Memorandum

Date: October 5, 2021

To: The Honorable Lake County Board of Supervisors

From: Carol J Huchingson, County Administrative Officer

Subject: (a) Consideration of Agreement for Training Services "Leading for Diversity, Equity, and Inclusion (DEI) in County Government", and (b) Direction to Appointed Management employees and encouragement to Elected Department Heads to attend this training

#### Executive Summary:

Based on your Board's direction to conduct diversity, equity and inclusion (DEI) training, and after obtaining three quotes from well-qualified trainers, I requesting your approval of an agreement in the amount of \$8,000.00 with Nicole Anderson to provide two half day remote workshops for all Lake County management employees.

DEI is a very important topic, as your Board is aware. However, all persons may not have the same level of awareness or know the most effective ways to discuss it in a safe and productive manner. Successful diversity training enables employees to become more comfortable with concepts such as unconscious bias at work and cultural competency and fosters, in employees, the habit of thinking about inclusion and how they can take actions that make the workplace more inclusive for everyone.

I am recommending that every management employee attend these DEI training sessions with Nicole Anderson. Nicole Anderson has served in varying roles in education for more than 20 years around the state and nation. She is a highly qualified developer and facilitator of professional learning services as well as a dedicated advocate for educational equity work. Her current clients include CSAC, Vacaville City Council, Albany City Council, Solano County CSBA, state educational associations (ACSA, CSBA), various county offices of education, as well as multiple school districts around the state of California. Supervisor Crandell and I recently participated in Nicole's training sessions hosted virtually by CSAC, and despite the remote environment, found it to be highly effective and engaging.

#### If not budgeted, fill in the blanks below only:

Estimated Cost: \_\_\_\_\_ Amount Budgeted: \_\_\_\_\_ Additional Requested: \_\_\_\_\_ Future Annual Cost: \_\_\_\_\_

#### Consistency with Vision 2028 (check all that apply):

- |   |   |  |
|---|---|--|
| <input checked="" type="checkbox"/> Well-being of Residents | <input type="checkbox"/> Public Safety  | <input type="checkbox"/> Disaster Prevention, Preparedness, Recovery |
| <input type="checkbox"/> Economic Development               | <input type="checkbox"/> Infrastructure | <input checked="" type="checkbox"/> County Workforce                 |

☐ Not applicable

☒ Community Collaboration      ☐ Business Process Efficiency      ☐ Clear Lake

**Recommended Action:**

- (a) Approve Agreement for Training Services “Leading for Diversity, Equity, and Inclusion (DEI) in County Government, and
- (b) Direct all Appointed Management employees and strongly encourage Elected Department Heads to attend this training