



COMMUNITY CONNECTION CONSULTING

## EXHIBIT A

### **Race, Bias & Dissonance - Workshop Proposal** **City of White-Salmon**

Mayor Marla Keethler  
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#### **Biographical description**

Racism, Implicit bias, and cognitive dissonance cause many decision makers to make critical errors in judgment that often seriously impact the lives of others adversely, leading to life altering consequences. While feeling certain about the conclusions that they've reached. These decisions often influence, impact, and deny people of color equitable access to quality healthcare, education, fair housing, employment, and economic opportunity as well as equal and fair justice within the criminal justice system. This workshop uses an African American perspective as a model to increase knowledge, awareness, and challenges us to learn how to identify our own biases and dissonance as a starting point for beginning courageous dialogue that leads to awareness, racial healing and equitable opportunities for all people within our society.

This workshop is an introduction to the concept & connection of racism, implicit bias & cognitive dissonance and how they intersect, operate & support each other through decisions that we make in our day-to-day routines within the workplace, home and community. In RBD we start from the context of knowing and having awareness of our implicit biases. it is highly recommended that participants take the Race & Gender Sciences, Implicit Association Test (IAT), prior to attending these sessions to maximize their experiential learning opportunities (I provide an emailed attachment with instructions for registered participants).

It is through explicit & conscious understanding and awareness of our implicit, unconscious associations/biases that we are capable to become responsible, realizing & knowing why we must join in the collective effort to lay the bricks & mortar of equity/inclusion in building authentic work environments along with personal and community networks of inclusion for all.

## ***Participants will,***

- *Increase understanding of how to effectively engage in authentic & meaningful dialogue about race in professional, personal & community environments.*
- *Develop deeper insight in identifying implicit bias & how it impacts equity & inclusion through decisions that we make in our daily routines.*
- *Gain greater knowledge of the distorted historical context & how it impacts people of color.*
- *Learn concrete action steps to eliminate systemic oppression through policy, practices & procedures in your workplace, personal & community networks.*

7 sessions, 4/3-hour sessions, for **City Staff & Management** & 3/2-hour sessions for **Elected Officials**. The 5 session will provide opportunity for each group to cover 6-hours of content equivalent to the full day course that I teach at the University of Washington. The sessions offer time for in-depth engagement, interaction with participants that consist of some lecture as well as experiential activities, video, small/large group discussions, and reflection. In addition, a bibliography is provided for continued learning and development after the training has been completed.

The style, method of presentation/selection of materials, activities, and discussions, will create an authentic space for participants who find this topic difficult to approach and discuss. I have observed that this is a good place to begin the dialogue for such individuals, while in the same moment, challenging those who are more advanced in their knowledge and understanding.

## **Dates & Times**

May 11<sup>th</sup>, 18<sup>th</sup>, & 25<sup>th</sup>, from 2pm to 5pm - other sessions dates & times TBD

**Participants** – More participants can be added to any of the 2-groups without additional cost.

## **Cost**

3/2-hour sessions @ \$1000.00 each = \$3000.00, materials provided via pdf & word documents.  
4/3-hour sessions @ \$1500.00 each = \$6000.00

## **Customization**

\$200.00 per-hour, 6-hours = \$1200.00

## **Preparation**

\$200.00 per-hour, 2-hours per session, 10-hours = \$2000.00

**Total Cost** - \$12,200.00

Please feel free to call with any questions,

Thank you,  
Greg Taylor