

STATE OF KANSAS)
WYANDOTTE COUNTY)) SS
CITY OF KANSAS CITY, KS)

SPECIAL SESSION, THURSDAY, JUNE 10, 2021

The Unified Government Commission of Wyandotte County/Kansas City, Kansas, met in Special Session, Thursday, June 10, 2021, with eleven members present remotely via Zoom, by phone or in person. Bynum, Commissioner At-Large First District; Burroughs, Commissioner At-Large Second District; Townsend, Commissioner First District; McKiernan, Commissioner Second District; Ramirez, Commissioner Third District; Johnson, Commissioner Fourth District; Kane, Commissioner Fifth District; Markley, Commissioner Sixth District; Walters, Commissioner Seventh District; Philbrook, Commissioner Eighth District; and Alvey, Mayor/CEO presiding. The following officials were also in attendance: Doug Bach, County Administrator; Bridgette Cobbins, Interim Assistant County Administrator; Alan Howze, Assistant County Administrator; Brett Deichler, Interim Unified Government Clerk; Misty Brown, Chief Legal Counsel; Renee Ramirez, Director of Human Resources; Shakeva Christian, Manager in Human Resources; Monica Tyrrell, Training Officer in Human Resources Department; and Dave Wimberly, Risk Management Analyst.

MAYOR ALVEY said before I call the meeting to order, I want to announce that due to COVID-19, we have individuals attending remotely as well as on-site. All participants joining by phone should mute their phones when not speaking to avoid background noise. During the meeting, please make sure that you announce yourself by name and title every time you speak so the public that is participating knows who is speaking. This is critical given the number of remote participants in his current guidance from the Kansas Attorney General.

MAYOR ALVEY called the meeting to order.

MAYOR ALVEY said I would ask the Clerk to announce the meeting and call the roll.

ROLL CALL: Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane, Markley, Walters, Philbrook, Bynum, Alvey.

NOTICE OF SPECIAL SESSION of the Unified Government of Wyandotte County/Kansas City, Kansas, to be held Thursday, June 10, 2021, at 5:00 p.m. in the fifth floor conference room for a presentation on the Diversity, Equality & Inclusion Program. Immediately following will be an executive session regarding litigation.

Due to COVID-19 the public will be able to observe or listen to the meeting live on YouTube or UGTV or through Zoom for the special meeting portion only.

CONSENT TO MEETING of the governing body of Wyandotte County/Kansas City, Kansas, accepting service of the foregoing notice, waiving all and any irregularities in such service and in such notice, and consent and agree that we, the governing body, shall meet at the time and place therein specified and for the purpose therein stated.

Mayor Alvey said I'll turn it over to Mr. Bach.

Doug Bach, County Administrator, said the first item on the agenda, as noted by the Clerk, is a presentation regarding a training program that we are introducing and doing within the Unified Government regarding Diversity, Equity, & Inclusion. This is a program that our Human Resources Department started to work on to have it rollout in 2020; however, due to the pandemic last year this was really put on hold as we put our focus in other areas. As we came into this year, the governing body made it clear to me as we've talked through the year, this is an area of focus and we need to get it implemented within our staff—or within our operations.

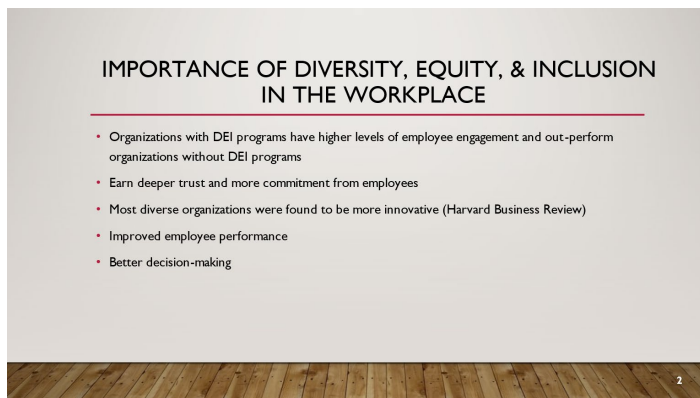
Our department has looked forward to get this in place and we wanted to come forward this evening to share this with all of you of what our program is and how we were implementing it and what our targets are to get it done through the government in the next year and a half.

Tonight, I have with me our Director of Human Resources Renee Ramirez who is going to lead the presentation. I'll turn it over to her at this time.



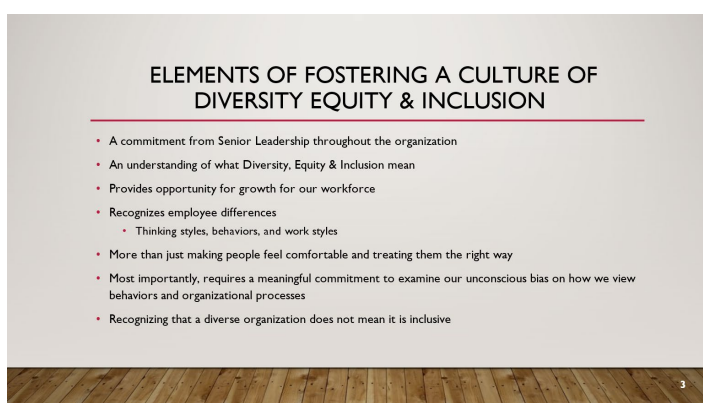
Renee Ramirez, Director of Human Resources, said thank you for this opportunity to present how we as an organization are approaching the initiative of Diversity, Equity, & Inclusion program for our workforce. With me this evening is Shakeva Christian, HR Manager; and several of the Human Resources team members. I would like to take this opportunity to thank every one of the HR team members for their countless hours and hard work and dedication that they have given this organization on many of the tasks that they face on a daily basis working through a new ERP system, assisting this organization through all of the COVID challenges that we were presented with. Despite that, the passion that this group has had for this DE&I initiative was definitely one that is definitely worth it because we're going to be seeing some results.

Our team began this journey in 2018 by researching ways to best bring forward this topic that forms the culture of our workforce. Our plan, again as Doug spoke, was to roll out this initiative earlier; however, with the setback of COVID we had to delay some things; however, that did not stop us from still working toward initiatives such as developing our employee workforce survey that we completed.



As you are aware, there are several factors of importance that benefit employers and employees having DE&I programs. Organizations with DE&I program result in higher levels of employee engagement most importantly out-perform organizations that do not have DE&I programs. Employers earn a deeper trust from their employees and employees are more committed to their workforce—to their workplaces.

Organizations are found to be more innovative and see improved employee performance and lastly, organizations make better decisions because employees are given a voice to share the feedback about experiences, ideas and suggestions which make organizations thrive.

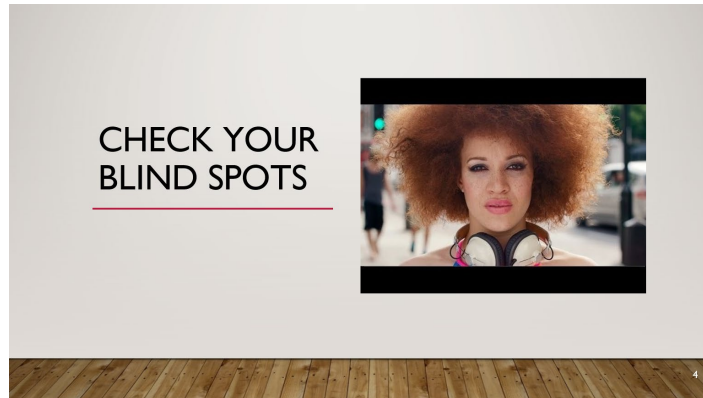


It's important to recognize elements that foster a culture of diversity, equity & inclusion. It begins with a commitment from senior leadership throughout the organization, so I want to take this opportunity to thank each and every one of you for your continued support and your commitment with this initiative and program.

It requires an understanding of what diversity, equity & inclusion means. It provides our employees the opportunity for internal growth within our own workforce. Everyone in the workplace should feel that they have the potential for success to not only advance in the organization but to know that they have the ability to gain skillsets that will assist them with how they see advancement through their vision.

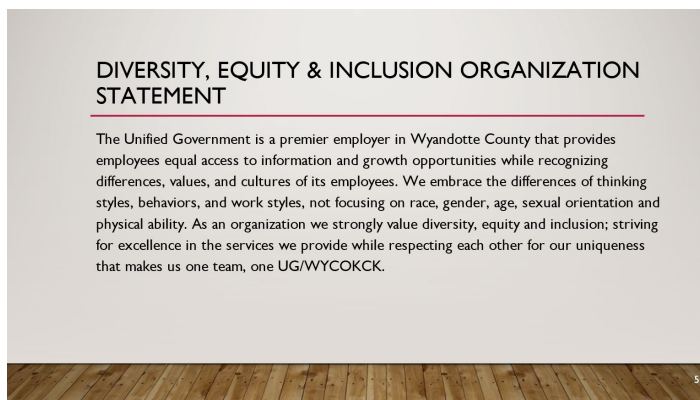
We should also recognize employee differences such as thinking styles, behaviors and work styles. All of these characteristics is what makes us unique. DE&I programs are more than just making someone feel comfortable or training someone the right way. It's about being authentic. Most importantly, there has to be that meaningful commitment to examine our unconscious biases on how we view behaviors and organizational processes.

We also have to recognize that a diverse organization, regardless of what that family portrait shows, may look diverse but that doesn't always mean it's inclusive.



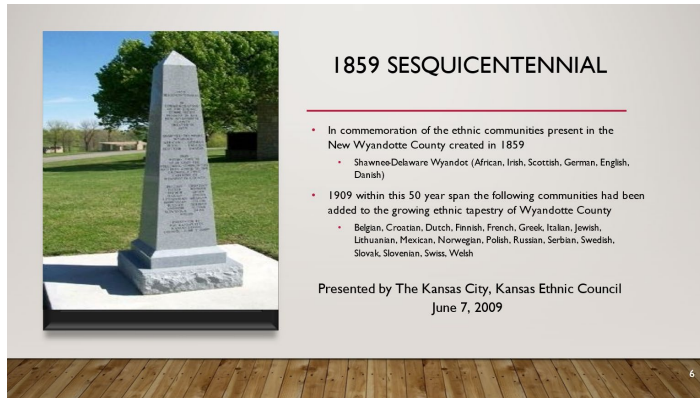
I want to share with you a two-minute video that we shared with our senior leadership when we began this journey. This is a video that will challenge us to examine what they call blind spots or our unconscious biases. (The video was shown).

So, this evening, I ask everyone to take a moment and reflect and do a self-examination of your blind spots.



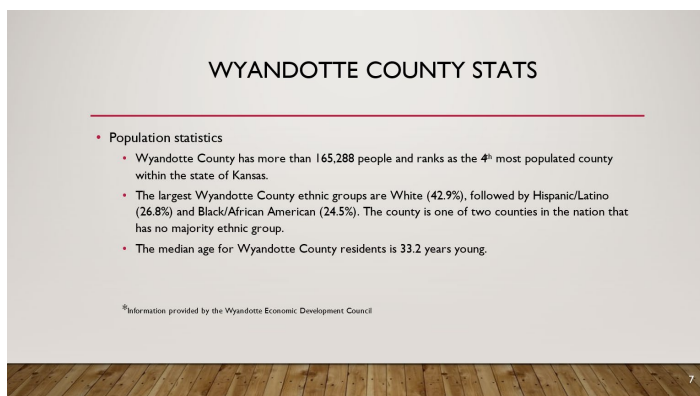
Every Diversity, Equity & Inclusion program starts with an Organization Statement. This statement was developed by the Human Resources team and supported by county administration and it reads, “The Unified Government is a premier employer in Wyandotte County that provides employees equal access to information and growth opportunities while recognizing differences, values and cultures of its employees. We embrace the differences of thinking styles, behaviors, and work styles, not focusing on race, gender, age, sexual orientation and physical ability. As an organization we strongly value diversity, equity and inclusion; striving for excellence in the

services we provide while respecting each other for our uniqueness that makes us one team, one UG/WYCOKCK.”



Shakeva Christian, Manager in Human Resources, said in the spirit of one UG/WYCOKCK, I would like to reflect on the history of Wyandotte County and where we are today. As many of us are aware, the Unified Government—or Wyandotte County is one of the most diverse communities not only in the metro area but in the United States, but we started that way. If you look, when we were established in 1859 we were comprised of many different ethnicity’s from African, Irish, Scottish, German, English and Danish and then just 50 years later in 1909 our ethnic tapestry included Belgian, Dutch, Finnish, French, Greek, Italian, Jewish, Lithuanian, Mexican, Norwegian, Polish, Russian, Servian, Swedish, Slovak, Slovenian, Swiss, and Welsh.

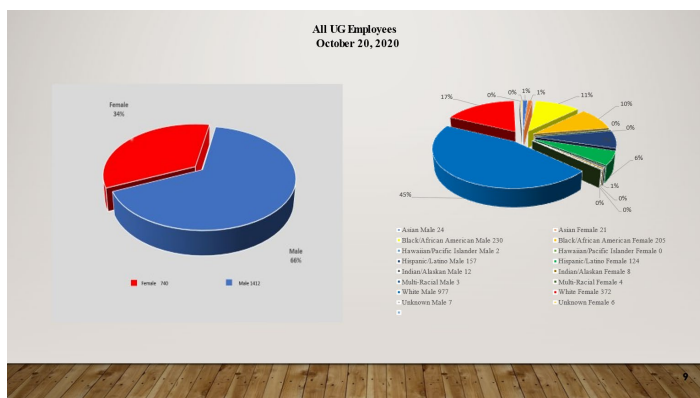
This monument that you see pictured is a symbol of those different cross-sections of communities that came together to make Wyandotte County in 1859 and was honored on June 7, 2009, by the Kansas City, Kansas Ethnic Council regarding this 150th anniversary or sesquicentennial.



Today, Wyandotte County comprises 165,000 residents. The largest Wyandotte County ethnic groups are White at 42.9%, followed by Hispanics at 26.8%, and Black/African American at 24.5%. Our county is one of two counties in the nation that has no majority ethnic group. The median age in Wyandotte County is 33.2 years of age.

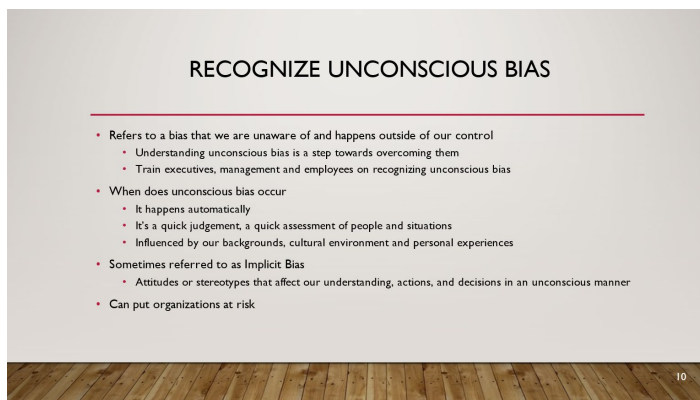


In the workforce in general there are many elements of diversity and one of those elements, of course, is generation. We're at a time in our history where a lot of organizations have five generations in the workplace and that is also true for the Unified Government. The five generations include the traditional generations which are those born before 1945. We have 29 of those in our organization. Baby Boomers represent those that were born 1946 to 1964, we have 430 employees in that group. Generation X represents those that were born 1965 to 1980 which we have 784. Generation Y who are also considered the millennials are those born 1981 to 1995, we have 838 individuals in that category. Generation Z are those born 1996 or after and we have 110 in that group. So, we have many different groups in our organization with different work styles and different ways of thinking that represent the Unified Government today.



In terms of our demographics regarding race and gender, on your left-hand side you'll see that we are predominately male with 66% of our population as male and 34% are female. To the right of that, you'll see that 45% of our organization comprises White males whereas 17% are White females and that's approximately 63% of our organization. You can also see the other demographics in terms of race and gender on that chart.

We do have 63% in the main category as Caucasian but we are continuing our efforts to attract qualified applicants that are reflective of our diverse community.



Recognizing unconscious bias, that refers to a bias that we are unaware of and happens outside of our control. We have to understand our unconscious bias as a step towards overcoming them. Our unconscious biases are things that we do, that we think of quickly without really thinking it out fully, quick decisions that we make. We must train executives, management and employees on recognizing those unconscious bias to help prevent those from occurring in the workplace.

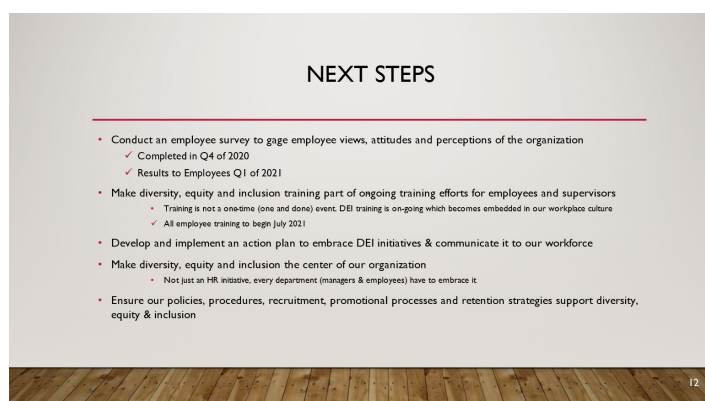
When does it occur? It happens automatically. It's a quick judgement, a quick assessment of people and situations, influenced by our backgrounds, cultural environment and personal experiences, sometimes referred to as implicit bias. It's our attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner. Those are things that can put us as an organization at risk.



How do we overcome differences? By not limiting ourselves to what is comfortable. Once we are comfortable is when we seek to grow. Anytime that you—we must be intentional about being uncomfortable—or being comfortable with being uncomfortable so that we can grow and develop in recognizing those uncomfortable bias. So, we must do that by breaking down the silence barriers and creating safe places for uncomfortable dialogue.

Practice active listening, providing opportunities to hear voices that have never been heard before. Those that have had a seat at a table may sometimes be those in a homogenous group and then once we include those that have never been part of that group is when we become more innovative and more mindful of different thoughts. Focus on what's possible and achievable. Everyone has potential when given equal conditions to succeed.

Have a sense of awareness and appreciation, be respectful to each other, find common ground and don't make assumptions. Once you make assumptions, that's when we tend to go into those blind spots and be cognizant of our words and actions.



Ms. Ramirez said we have conducted an employee survey, as I spoke of earlier, to gauge employee views, attitudes and perceptions of the organization. This was completed in the fourth quarter of

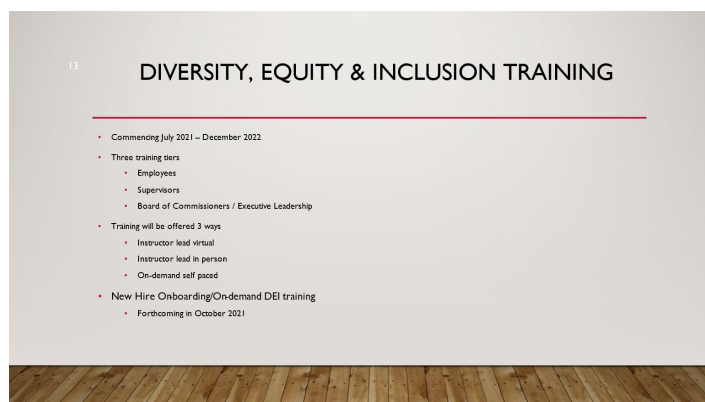
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2020. The results of the survey were shared with employees by Mr. Bach hosting an all employee virtual meeting that was very well attended.

We need to make Diversity, Equity & Inclusion training part of our on-going training efforts for employees and supervisors. This cannot be a one and done event. Continuing DE&I training, on an on-going basis, becomes embedded in our workplace culture which defines how we value our workforce. Training plans are underway and forthcoming in July of 2021.

We need to develop and implement an action plan to embrace DE&I initiatives and communicate the plan to our workforce. One of the tasks we have in front of us is to review our policies, our procedures, our recruitment efforts, our promotional processes and our retention strategies to ensure that they support DE&I efforts.

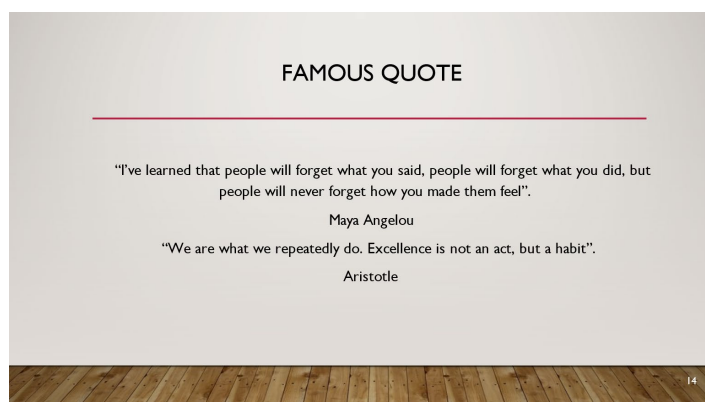
DE&I should be the center of our organization. This should not be embraced by just some of us, we all have a role to play in this program.



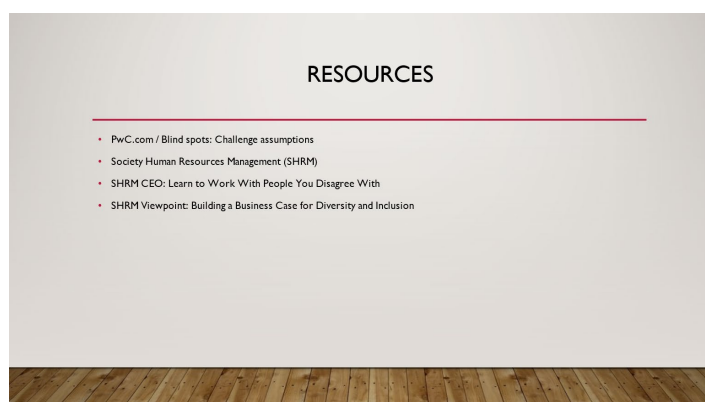
This slide is going to represent how we plan to train the entire organization. It is an aggressive training plan but it's put together to be very intentional to ensure that every individual is trained on this program. Training will be managed by our Training Administrator Monica Tyrrell. Again, training will commence on July of 2021 and we will finish training in December of 2022.

We will offer training in three tiers. There will be training for employees, training for supervisors, training for Board of Commissioners and Executive Leadership. Training will also be offered three different ways. We will host instructor lead virtual sessions, instructor lead in-person sessions, and on-demand self-paced sessions.

We also are in the process of developing a new hire on-boarding/on-demand DE&I training for those individuals who are going to be new in our workplace and that should be forthcoming in October of 2021.



I would like to leave you with two final quotes. The first quote is by Maya Angelou. “I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.” The last quote by Aristotle, “We are what we repeatedly do. Excellence is not an act, but a habit.”



Again, we thank you for allowing us this opportunity to share with you how we together can transform our organization that values the uniqueness we all bring to the table that makes us one team, one UG/WYCOKCK.

Mayor Alvey said thank you. Any questions, comments from the Commission?

Commissioner Ramirez said I think this is amazing that we're doing this. I know that ever since the beginning of this year—this is something that Commissioner Johnson has always been bringing up and Commissioner Townsend as well and many commissioners on the board, so I'm very happy that we're doing this. This is something I try to—when I was working in an after school care program, this was something I always tried to instill in kids, teaching them diversity, inclusion. So, I think bringing that into our organization is going to make our organization even better. With us being the second most diverse county in the country, it's going to make it so much better. Our community more welcoming, our organization more welcoming, the employees are going to love working here, so I'm happy that we're doing this.

So, thank you, Renee, and to all the other staff who are working hard on this. Last year was tough for everyone, for all of us. Not only did we see a pandemic but we saw racial injustice and equity and I thank you for taking this head-on and doing all that you can do to make Wyandotte County and the UG the best it can be.

Commissioner Townsend said I have to echo Commissioner Ramirez's appreciation for what the administration has done by going forward with this and the efforts put in by everyone, whatever the departments, that put this together.

A couple things that stuck out as I listened to the presentation as you read through it. One was the point that recognizing that a diverse organization does not mean it's inclusive and we have to recognize that so that we don't see discontent feelings that all employees do not value, legal actions, whatever they be; so to me this is a big step that even though we may look different, that doesn't mean that things are happening as they should be. So I think that's a big step to going forward with making a difference so that whatever you look like, whatever your age, everyone gets the same opportunity in fact, not just surface apparently.

Another question I had about this is in Part 2 of this where you talk about New Hire Onboarding/On-demand, which raises two questions. Once this training begins, will it be required every year or with some regular frequency, first question? On the second question with new hires who are not on-board yet but would come, this on-demand DE&I training, does that mean it's up to them to elect to do it at a certain time or there will be a requirement you have to have this? I think the ideal time is when they come on.

Ms. Ramirez said we have a wonderful opportunity in front of us. You all have approved for us to have a new HR system, a new ERP system and one of the initiatives in that ERP system is to reform our on-boarding process on how we board employees onto the Unified Government. So, this opportunity is going to be one that we are going to require every person who becomes part of our team. We will be able to assign certain things, certain tasks for them to complete before they actually come to our organization. That would be like completing their new hire paperwork, it will be this training, and then we will continue to reenforce this program once you get here.

The entire plan is to continue to enforce training—or provide training. This is not the only training that's going to happen for DE&I. We are also using other resources like our Employee Assistance Program where we host different sessions for DE&I that employees have been participating in. Our vision is to have this as a continuation to do that.

Commissioner Townsend asked, will it be required though? Will the DE&I training, whatever form it's done, be required each year for every employee? **Ms. Ramirez** said one of the things when you offer a program of this nature is that when you make it required for individuals, you sometimes don't get the authenticity that we're looking at. As an organization, we would like to strongly encourage employees to do this and I look to our County Administrator who will set the foundation and work with the senior leadership to ensure that every employee goes through DE&I training.

Commissioner Townsend said so it will be encouraged, but not required. **Ms. Ramirez** said we will continue to look at that. We are still researching and some of the things that have been coming across is that when you make it a requirement, sometimes it's not accepted well. We absolutely would like to require this training for every employee. That would be our ultimate goal. **Commissioner Townsend** said I would appreciate that because when you don't make something required, then for those who may be reluctant to go forward with it, we're back to the same situation. I know that in federal government it is required and I think part of the strength of a program like this would have some aspect every year to be required, so I would appreciate that you are continuing to look at that so that this program would have some teeth.

Commissioner Bynum said I have some comments and questions. I really appreciate the work that's being done and the process and the goals. I participated virtually in one of the sessions which was several months ago, so it might have been maybe one of your earlier items and I did

appreciate being able to participate in that. My questions are focusing around the current demographic makeup of our workforce and that's just what caught my attention, so it's not that everything else isn't important, but that just really captured my attention.

You have a slide with the pie charts. Obviously, 66% of the workforce being male, you know, hit me right off the top but then when you start looking at the other pie chart that breaks it out by race and ethnicity, we're seeing that, again, White is the highest number of folks working for the Unified Government. African American is coming in at 21% which is mirroring almost our community's population at 24% and Hispanic/Latino is coming in at 13% which is half of the percentage of Hispanic/Latino population in the county.

So, my question is, you have a slide where you breakdown by age generation, so do you think that your data is telling you that as we hire that younger, 40 and younger crowd, which I think was the largest group, is it changing? I mean we certainly—whatever the makeup of our jobs are, we need to work harder at balancing gender. That's way skewed and I'm just curious if within your age breakdowns do you have the gender and race broken down by those same categories and are you seeing that as folks retire and we hire new in that under 40 category, is the diversity increasing? If you don't know, that's okay but that would be interesting to know.

Ms. Ramirez said at this point I do not have that information available. Many of the processes that we take in collecting this data right now are manual processes that we go through. That is going to be resolved by our new ERP system, but the team does continue to collect stats and we are continuing to work towards getting statistics on what does our applicant base look like even by positions that we're posting. Just this week the team was working on those demographics, so we could present that to you all once we complete that.

Mr. Bach said I would add too, Commissioner, I think you recognize that in your question by talking about the younger workforce with the Hispanic population, that demographic has changed dramatically in our community in the last 15 years. Really if you look at its percentage, as a workforce, you know, we do have employees—I mean the fact that we have 29 employees in our workforce that are over 76 years old, shows you we have people that work here 30-40 years. You have a career shift completely changed to recognize a community that we used to be in the 12-15% Hispanic and we've moved up from that in that 27 or where we're at now, so that really does play in.

Another interesting one is comparable and we have looked at that number, I don't know that we have it current, but when you breakout Public Safety versus the rest of the workforce, we seem to be more reflective in the non-Public Safety arena than we are in the Public Safety arena which is an area of challenge that we recognize and are trying to do more in that.

Commissioner Burroughs said in companies I've worked for, when you have a program for the employees, one that is either strongly suggested or recommended or mandated, the employee signs off on a document and it goes into their file that they've had this training as a form of acceptance of what is expected of them, plus it identifies the fact they've had the training. Are we planning on doing that or I know you talked about the ERP—is the ERP the same as an employee file that whatever test they complete, whatever program they go through it documents that. It automatically goes into a folder that can be remedied should actions come forward needing to look in that folder.

Ms. Ramirez said yes. Actually, as we roll out the training, there are like four different sessions of training that you will go through and when you complete those trainings you will get a certificate that becomes part of your personnel file.

Commissioner Burroughs said great and I believe that the younger population today is more accepting of differences. They are more determined than I think those of us that grew up in a different time, they're more accepting of that diversity and embrace the cultural differences. I think that will assist us as any organization moving forward with new employees and change of cultures within a business. I think this is long overdue. It does send a strong message, but I do believe it's long overdue and I commend you for bringing it forward this evening.

Ms. Christian said I wanted to mention, Commissioner, that we do have preventing harassment training which is a little different than our diversity that is required in that it talks about our policy regarding preventing harassment based on protected categories so we do have that in place. The diversity is more, you know, global than that in working harmonious with different demographics.

Commissioner Johnson said thank you Ms. Ramirez for this very necessary conversation. I have a few questions so I'll preface that. What aha moments came about as a result of the employee survey? While you're looking at that, I'll ask another question. **Mr. Bach** said I could probably answer. Probably the one that was for me and from a different perspective because the employee

survey, you know, pay was an issue and it noted out there, that was not an aha moment. I think one that was for me was—it was a moment that I think was very positive on our staff that maybe caused me some concerns with my management, was the question of not holding all other employees accountable for their work. To me that was a demonstration by a large number of employees that came into our organization that said they take great pride in what they're doing and work hard and wants the person next to him to do it too and that's a message back to by management team that that's on us, of our responsibility to make sure that what we're doing and where they're at.

There were a few things but that's one that really resonated with me because it hit on multiple points. I don't know if Renee or Alan had other points they would share as well.

Ms. Ramirez said yes, I do have those conclusions based on our employee survey, and as Doug stated, the first was ensuring poor job performance is dealt with effectively. The second was, increasing pay for employees if possible. The third one was finding ways to encourage employees to be more motivated about accomplishing their mission. The fourth one was providing more opportunities for professional development. The fifth was, doing more to make employees feel as though their input is valued and that is definitely screaming that our employees want their voices to be heard and offering more opportunities for advancement.

We make an investment in the staff that we bring on to this organization and when you make an investment of that type, which is a very expensive investment, you can't stop investing in our employees. We have to continue to find the funds to provide our employees with the tools that they need to advance themselves, to be more successful. We have to continue to invest in training efforts to make sure that our employees have the best tools available and are trained to do the jobs that we pay them to do every day. **Commissioner Johnson** said that's great. I appreciate that.

There seems to me, and I think we've talked about it implicitly, that there's an external component in the sense that we are dealing with a very diverse community. It was stated in the presentation. Should our organizational statement speak to the fact of not only our internal diversity but also how we deal with an external diverse community? Should it be explicitly identified in our organizational statement? **Ms. Ramirez** said that is something that we absolutely can take under consideration. When we developed that initial statement, it was just a statement

that we used as an example of what our organization can develop, but we definitely can always go back and revisit that statement. **Commissioner Johnson** said I would like for you to give it some consideration. I mean because it's easy for us to identify the fact that we are a diverse community. I think we should be a little more explicit in terms of not only how we deal with things internally but also identifying the fact that we know that we're dealing with a community that is diverse as well and the internal capacity—our internal makeup only reflects that. So, however you can make that mishmash of words I just said make sense, I would like for that to be considered.

The Mid-America Regional Council training, what are the specifics of that training? Are they doing the training for us or what part are they playing? **Ms. Ramirez** said we do have a partnership with the Mid-America Regional Council on training and I have Monica Tyrrell here who has been coordinating that so I'll ask her to come forward to kind of explain what that training looks like.

Monica Tyrrell, Training Officer in Human Resources Department, said I have been working not only with MARC but with another consultant and they are actually building and tailoring this training program for us. This consultant is keenly aware of the sensitive nature and the introspective look that we will need to take at ourselves as we do this training and they are working with us to make sure the vocabulary is right, the terminology, the semantics, but they're very keen on making sure that we are able to track and get everyone on board with this training.

I had an extensive meeting with them yesterday regarding what it will look like to get department teams organized to participate in the training as well as they're sending me the curriculum in advance so we can review. Doug, myself, Alan, and Renee have had an opportunity to do an example of what on-demand training looks like and it's very engaging. You have an opportunity to make sure that you see where you're headed when the little quizzes are coming up throughout. So, there is an amount of engagement and accountability throughout the whole process. It is a huge undertaking and right now for our very first training that we're going to do on July 9th, we're just going to keep our numbers limited to make sure that the technology—because there is another agency that is managing the technology as well, they have an LMS set up so that they can ensure that people complete the Zoom trainings that are going to be conducted live. If a person leaves halfway through, they will definitely have to go back and take the test and finish all four sessions to completion.

We will be managing and tweaking as we go to ensure that every level of participation from employees, management and executives will have an opportunity to fully be engaged, fully schedule, it's going to be a scheduling challenge for me because we will still be doing our in-house mandatory training along with our EAP training. We've also had some discussions about doing micro learning so once we have our ERP up and running, there may be just a quick five minute lesson for people to remind themselves, for people to be able to see and reinforce the learning that's happening here with these initial four programs but it will take us up to December—or August 2020. (She did state 2020).

Commissioner Johnson said in the interest of time I'm going to make two statements and then I will be done. One, I want to know or I think we need to talk about the issue that language plays in our training, how we deal with a community that speaks different languages and maybe even it has some relevance internally as well, I don't know, but I think we should at least talk through that and figure out where we stand on that.

My final one is if we require harassment training, I don't see any reason why we cannot make DE&I training required. I think the DE&I training should be more than requested, strongly encouraged. I think the DE&I training should be required.

Mayor Alvey said we have time for one more question or comment. Any commissioners that would like to speak that hasn't spoken yet?

Commissioner Philbrook said thank you for putting so much into this. It's somewhere in all of this and probably later down as you develop this, are we going to create like train the trainer sort of situation? So, we train people within our organization to keep training and then for them who are skilled that are going to be trainers have continuing classes to keep them up to date. **Ms. Tyrrell** said at the completion of this first round we will have a survey to see what kind of training—how the training actually took, what stuck and we will revisit what we will be doing going forward. I think it's important for that external agency to be the one to deliver the training. I feel my role in delivering—preventing harassment, those in-house trainings are appropriate, but with something like this, it's good to have an external agency with many perspectives because we've talked about ethnicity but we've not touched on disability, we've not touched on many other

types of blind spots that people have so it will be important for us to have them kind of monitor and gauge where we can go next so that we can continue to build.

Commissioner Philbrook said, Harold, I back you up on yes, it needs to be required and even though we have folks who want to push back on that and maybe they don't want to take it to heart, if you hear things enough and you say it enough and you study it enough, sometimes it seeps into your little pores and; therefore, you know, eventually something happens, something will click. That's kind of the way I look at it and so I have to go along with you, Harold, on this.

Ms. Tyrrell said if I could just state, I have actually worked with the agency making sure that this is delivered as a mandatory training but without calling it that. We're not going to use the word necessarily, but it's for everyone.

Mr. Bach said I just wanted to recognize that this seldom happens, the individuals in this room tonight, and I would ask them to stand. This is almost the entire Human Resources Department that is sitting back here in the audience, so as you see them sitting in here, this is the group that takes care of all of our employee issues as they move through and cycle through and, as Monica noted, she is the only trainer. As she noted, the mandatory training versus required, we're still working through and that's why Renee was reluctant to answer that question to come with an affirmative yes because getting 2,200 employees cycled through this by December of 2022 is aggressive. To lay down the term you're required to get it done, yet we may not be able to have the capacity to get it in place. You know I've got to watch how we do that but that is our objective and then that we would continue that going forward, so there are certain things to that point, but I think this group works very hard to keep up with many things that happen in our organization.

Commissioner Philbrook said even though I'm going to make a statement out of being approved to say, I'm going to say if you noticed, look at the ages of these wonderful people that are helping whip us into shape. Thank you.

Mayor Alvey said thank you for the presentation. I would entertain a motion for executive session regarding litigation.

Executive Session: 5:51 p.m.

Commissioner Markley made a motion, seconded by Commissioner McKiernan, to go into Executive Session until no later than 6:55 p.m. to conclude with no action being taken to allow the Commission to consult with our attorneys and to discuss confidential matters related to pending claims and litigation, as permitted by the Kansas Open Meetings Act; and that staff designated by the County Administrator be present to participate in the discussion, and that we return to open session for the 7:00 p.m. full commission meeting. Mayor Alvey asked all in favor to say “Aye.” Motion carried.

Present for the Executive Session: Bynum, Commissioner At-Large First District; Burroughs, Commissioner At-Large Second District; Townsend, Commissioner First District; McKiernan, Commissioner Second District; Ramirez, Commissioner Third District; Johnson, Commissioner Fourth District; Kane, Commissioner Fifth District; Markley, Commissioner Sixth District; Walters, Commissioner Seventh District; Philbrook, Commissioner Eighth District; and Mayor Alvey presiding. **Staff Present:** Doug Bach, County Administrator; Misty Brown, Chief Legal Counsel; Alan Howze and Melissa Sieben, Assistant County Administrators; Bridgette Cobbins, Interim Assistant County Administrator; and Kathleen VonAchen, Chief Financial Officer.

David Cooper and Charles Bronson, Outside Counsel, came in at 5:58 p.m. and left at 6:25 p.m. Ryan Denk, Outside Counsel for labor negotiations, arrived at 6:03 p.m., was asked to leave at 6:06 p.m. and came back at 6:25 p.m. until adjournment.

**MAYOR ALVEY ADJOURNED
THE MEETING AT 6:54 p.m.**

Brett Deichler
Interim Unified Government Clerk

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June 10, 2021