

### Diversity, Equity and Inclusiveness Training Summary

Consultant	Length of Class	Type of Class	Description/Detail	Cost
Change Works	2-3 hr. workshop	In-Person	<b>"Confronting Unintentional Bias"</b> -- Workshop goes beyond typical implicit bias trainings that prepare people to acknowledge unconscious bias by addressing other forms of unintentional bias and equipping them with the tools to intervene. Customized to reflect scenarios and circumstances common to local government to ensure applicable to PCT employees. Includes post workshop follow-up report. Five classes of 20 employees. Presented by Change Works Consulting, same facilitator that did Allies Academy nine month training program Directors Harshberger & Denig attended (September 2019 through March 2020).	\$10,000
Goren and Associates	3 hr. course	Online (requires limited # of students/class because "live" presentation) or in-person	<b>"Valuing Diversity, Inclusion, and Cultural Sensitivity"</b> -- Diversity and inclusion are important pieces of an organization's business strategy. Today's businesses are part of the larger global business community, and workplace diversity can drive both competitive advantage and personal growth. This program focuses on developing the ability to embrace diversity, and effectively assess and respond to diversity-driven situations. NOTE: Can be broken down into leadership and non-leadership course as well as more in-depth training specific to organizational needs and options to take focus forward.	\$6,300 estimate
HR Strategies & Solutions	3 hr. course	Virtual	<b>"Working With Our New Normal: Diversity, Inclusion, and Sensitivity"</b> -- With the many changes we have experienced around the globe in 2020, we are learning to adjust to our new norm in and out of the office. Join us as we examine the changing world in which live and work while exploring culture and diversity. We will review barriers to full inclusion and have you create an action plan to expand full inclusion at work. This program will provide you with information on how to recognize harassment and review Pittsfield Township Policy	No response to multiple inquiries
Jewish Family Services	2 hr. course	Virtual, waiting to hear if can be in-person	<b>"Cultural Humility"</b> -- A practice of self-reflection on how one's own background and expectations impact a situation, of openness to others' determining the relevance of their own identities to any given situation, and of committing to redress the effects of power imbalances. Cultural humility is a humble and respectful attitude toward individuals of other cultures that pushes one to challenge their own cultural biases, realize they cannot possibly know everything about other cultures, and approach learning about other cultures as a lifelong goal and process.	Waiting on meeting to discuss specifics and get proposal
Mac N Low	TBD	TBD	Provided "Cultural Competency" training, so inquiring on what other trainings they have. Determined not to pursue since their focus is Public Safety employees and DPS is working on their specific DEI training separately.	Did not contact.
Nancy Ohle	3 hr. course	In Person	<b>"Building a Culture of Success"</b> -- In today's business atmosphere, strong workplace cultures may be the wildcard that holds the secret to true business success. Leaders will learn to demonstrate respect and understanding of the synergy in working with different cultural elements, recognize sources of conflict within the culture, and identify the building blocks of cultural success, such as behavior, systems, and symbols.	Didn't contact as topic seems more generic than what we are looking for.
Michigan Diversity	TBD	TBD	Waiting on call back to learn what type of trainings they provide.	No response to multiple inquiries
Racial Equity Institute	18 mos. - 2 yr. process	In Person / Consultation	<b>"Racial Equity Analysis and Training Phased Program"</b> -- Phase 1 - Develop capacity to better understand racism in its institutional and structural forms; Phase 2 - Help leaders identify struggles and challenges outlined from Phase 1; Phase 3 - Putting analysis and tools from Phase I & 2 into practice to develop a concrete plan for deeper analysis & change, including specific goals/action plans.	No response to multiple inquiries
Washtenaw County Equity Officer	TBD	TBD	Follow-up from County's presentation to Board of Trustees in early 2019 and County strategy to first get County program established before bringing to local municipalities. County Diversity and Equity Officer stated that trainings will be contracted out and not promoted until sometime in 2021.	N/A