



Proposal for Services

Civility Curriculum

Client: City of Culver City – EHRC Committee

7.27.21

Scope of Work:

Facilitate a virtual, two-part civility training curriculum with community stakeholders that will ultimately produce a set of informal guidelines for broad, civil engagement for the City of Culver City.

Module One: Morning

120-minute civility training.

- 90 Minute Civility Training Session
- 30 Minute Discussion/Q&A

Module Two: Afternoon

Virtual 2-hour civility mapping workshop (with 30 minute pad) that uses Module One's civility curriculum as a platform for facilitating attendees to produce a set of self-originating civility guidelines that the City of Culver City can use as part of their on-going effort improve their democratic and public engagement processes.

Digital Platform:

Zoom

Deliverables:

A set of civility guidelines that identify and inform the structure, conduct, and underlying principles used to create more productive, less combative public engagement and civic meeting structures

Timeline:

Fall of 2021

Description of Curriculum

ICG's Civility Training curriculum emphasizes the need for a new understanding of civility. Over the course of the Civility Training Curriculum (CTC), participants come to appreciate why traditional applications of civility that emphasize etiquette and manners over empathy and shared understanding fail to resolve our deepest differences. In place of the conventional notion that civility is a set of behaviors demanded of others, the CTC emphasizes self-understanding and empathy for otherness. The result is an increase in shared community understanding, more efficient democratic processes, and improved trust among deliberative groups.

Integrating modern *Diversity, Equity, and Inclusion* (DEI) principles into the design, the Institute's CTC demonstrates how incivility often takes root long before it can be detected. The program stresses self-understanding as a first line of defense by facilitating a safe environment for participants to explore how unconscious bias, microaggressions, the disparity between intent and impact, and confirmation bias all conspire to create the conditions for the closed systems of defense, attack, and resentment to thrive. The overarching goal is to help participants depersonalize their experience and understand how good people get trapped in bad systems of interpersonal communication.

Participants leave the curriculum equipped with practical tools and techniques for how to remain meaningfully engaged with others while simultaneously disengaging from the destructive interpersonal dynamics that undermine the democratic process. In the end, the Institute's CTC offers participants a way out of the harmful, reactive

systems of attack and defense while simultaneously positioning them to shift the dysfunctional dynamic toward healthier democratic outcomes.

Outcomes:

- More efficient democratic processes
- Better relationships within the community
- Improved leadership skills
- Increased empathy
- Better able to manage stress in combative situations
- Awareness of the disparity between Intent and Impact
- Decreased reactivity in emotionally charged environments
- Improved community participation

Breakdown of Costs

Morning: 90 Minutes – 2 Hours - Civility Training Curriculum

\$3,500

Afternoon: 2 Hours with 30-Minute Pad - Produce Self-Originating Civility Guidelines

\$3,500

Total Cost of Presentation.....\$7,000.00