



# City of Culver City

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## Staff Report

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**File #:** 24-863, **Version:** 1

**Item #:** A-2

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### **EHRAC - ACTION ITEM: Receive and Discuss A Report/Event Debrief from the Courageous Conversations Ad Hoc Subcommittee.**

**Meeting Date:** April 23, 2024

**Contact Person/Dept:** Michelle Hamilton/Human Resources

**Phone Number:** (310) 253-5640

**Fiscal Impact:** Yes ☐ No ☒

**General Fund:** Yes ☐ No ☒

**Public Hearing:** ☐

**Action Item:** ☒

**Attachments:** ☒

**Public Notification:** (E-Mail) Meetings and Agendas - City Council (04/17/2024); (E-Mail) Meetings and Agendas - Equity & Human Relations Advisory Committee (04/17/2024); (E-Mail) All City Staff (04/17/2024)

**Department Approval:** Dana Anderson, Human Resources Director (04/17/2024)

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### **RECOMMENDATION**

Staff recommends that the Equity and Human Relations Advisory Committee (EHRAC) (1) receive and discuss a Report/Event debrief from the Courageous Conversations Ad Hoc Subcommittee.

### **BACKGROUND**

As a part of the FY 2023/2024 work plan, the Difficult Conversations - Community Conversation event is one of a two-part series. Difficult Conversations was designed to help facilitate the education and practice of critical courageous conversation skills so that community members can engage in civil discourse on topics impacting equity and human relations in Culver City.

At the July 25, 2023, Regular Meeting, during discussions revolving around the work plan and proposed consolidation of events, the "Difficult Conversations- Community Conversations" was renamed as "Community Conversations - Courageous Conversations."

At the August 22, 2023, Special Meeting, the Courageous Conversations Ad Hoc Subcommittee was created, and members were appointed thereto.

At the September 26, 2023, Special Meeting, consensus was achieved to hear a report from the Courageous Conversations Ad Hoc Subcommittee.

At the January 23, 2024, Regular Meeting, the Courageous Conversations Ad Hoc subcommittee presented its report. Consensus was achieved for the following:

#### DATE AND TIME

March 19, 2024, from 7:00 PM - 9:30 PM

#### EVENT VISION

The goal for this event is to help our community members practice critical courageous conversation skills so that our community members can engage in civil discourse on topics impacting equity and human relations in Culver City.

#### FACILITATOR/TRAINER

Maia Ferdman - Founder of Bridges - Intergroup Relations Consulting.

#### BUDGET

\$1000.00 for the Speaker and \$100.00 for snacks.

At the February 27, 2024, Special Meeting, the following Items are to be discussed in addition to general updates:

- Title
- Venue
- Updated Proposed Fees
- Consent Form

At the February 27, 2024, special meeting, EHRAC achieved consensus to increase the payment for the speaker to \$1500.00.

On March 19, 2024, at an EHRAC Special Meeting, EHRAC, in conjunction with Bridges: Intergroup Relations' Maia Ferdman, hosted the Community Conversations - Courageous Conversations Workshop. There were 43 participants of varying age groups in attendance for the 2 hour and 15-minute presentation that took part in several group activities to reinforce skills to help facilitate courageous conversations in the participants' daily lives. Initial feedback after the event was positive and supportive.

#### DISCUSSION

At the March 19, 2024, Special Meeting, EHRAC achieved consensus to agendize a Courageous Conversations Ad Hoc Subcommittee report and event debrief.

**Please note:** The Courageous Conversations Ad Hoc Subcommittee Staff Report #24-863 was updated after the submission of the Courageous Conversations Ad Hoc Subcommittee report to reflect an email update from EHRAC Member Rona on April 10, 2024. Member Rona wished to retain the jugs for personal use; therefore, Member Rona is not seeking reimbursement for the cost of the

water jugs and water- equaling \$122.00. The attached Courageous Conversations Ad Hoc Subcommittee report does not reflect the adjustment as it was submitted prior to Member Rona's email and an updated report was not submitted.

### **FISCAL ANALYSIS**

Proposed fiscal impact includes the following for the event production:

Total spent included the following:

- \$1500.00 to Bridges: Intergroup Relations Consulting
  - Paid April 3, 2024; and
- \$78.00 for snacks and fruit (donated).

### **ATTACHMENTS**

1. Courageous Conversations Ad Hoc Subcommittee Report- Debrief 4.10.24

### **MOTION**

That the Equity and Human Relations Advisory Committee:

1. Receive and file a report/event debrief from the Courageous Conversations Ad Hoc Subcommittee