



## Department of Transportation

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### **Responses to Bias Training RFP Scope Discussion at 4/14/21 Transportation Commission Meeting**

#### **The scope was focused on racial bias. Was that the intention?**

This training concept was prompted from interaction with persons of color within the committee/board setting. Because of this, the current bias training has a racial focus. Understanding other biases also is important and future training efforts could cover gender, income, and ability bias. There was a suggestion from the Commission that proposals with a scope covering more areas beyond racial bias could receive more points. That can be considered during the proposal evaluation as long as the broader scope does not impact the depth of training on racial bias.

#### **Should this training be opened up to other committees – or be a broader effort?**

Discussions with consultants that perform bias training indicated that the number of participants affected the effort and cost. The discussions indicated that training is not interchangeable between committees, but specifically tailored to the group being trained. The discussions also indicated that because the training would be tailored to the individual committee, we had just enough funding to interact with the TC and TPPB. A broader city-wide training would require more effort and funding.

Earlier in these discussion, staff reached out to the consultant doing bias training for the Sustainability Committee asking if it could be directly transferred to transportation commission/board. They indicated that the training was produced specifically for the Sustainability Committee – and was not directly transferable. Each session determined the content of the next session and may not make sense to a committee outside of that direct process.

That being said, the bias training base content and outline could serve as a building block to a broader city-wide training.

#### **Could the format be more flexible – perhaps on a weekend – and not lengthen the already long meetings?**

Discussions with providers indicated that each sequential session was built on interaction from the previous session. One long session would not allow the consultant to adapt their content based on feedback.

The original concept was to have sessions from 4 pm to 5 pm before the TC meeting and have attendance optional. Based on this comment – the RFP scope will be more flexible, requesting 5 sessions. The TC/TPPB can determine how that time is scheduled.

#### **Should the training focus more specifically on transportation?**

Early interaction that prompted this effort focused on racial bias in the committee context. As such, the RFP enlists specialized services from a consultant to help us with committee interaction.

Bias in transportation is an important issue and could be the subject of subsequent interactions. This training might be accomplished with trained city staff, guest speakers, and research materials rather than enlisting a consultant.

#### **Commission/Board members might not be as open in a recorded open meetings context.**

This would be a Type 2 meeting rather than a Type 1 meeting. The meeting would be posted and we would have to allow comment – but it would not be recorded. The Sustainability Committee was able to have similar training under Open Meetings law, and they felt it had value.