

## Council Chief of Staff Update

3/5/24

### Announcements

- 3/6-3/7: Isaac Out
- 3/25-3/26: Karen Out
- Liz will be sending out an email each alder soon with several important pieces of information, including updated guidelines on how to access EAP and WRS as an alder.
- If you declare candidacy for a state office, please let the Council Office know before April 15, so we can make sure to comply with the 50-piece rule in your case.

### NAMI Training Follow-Up

Thank you to those of you who were able to attend the NAMI training on mental health. The discussion at the in-person session raised the question of what kinds of supports are available to alders as they process through difficult interactions. Alders also expressed interest in the office offering a highly customized training from NAMI as part of alder onboarding. One free resource that is available to alders is the City of Madison's [Employee Assistance Program](#). The brochures on your desks give you information about what the EAP does and how you can access EAP services. I am happy to also connect you with EAP director Arlyn Gonzales.

### Five May Budget Engagement Events Being Planned

I have heard back from several of you regarding your interest and availability for regional budget engagement events. I have the date, time, and location finalized for two, and am working on identifying times for three additional events throughout the city. I am prioritizing getting these set up, so I should have more updates for you all soon.

Here's what we have confirmed so far:

- Eastside Budget Engagement Event (exact title TBD): Wednesday, May 1, 6:30 PM @ Kennedy Elementary
- Westside Budget Engagement Event (Westside Community Connections): Thursday, May 16, 6 PM @ Memorial High School

### Upcoming Custom Council Training

Rebecca Hoyt, DCR Disability Rights and Services Specialist, is creating a customized training for alders called Plan for a Positive Approach: Engaged and Effective Communication. I will be consulting your schedules and reaching out to you to determine your level of interest and possible training dates.

**Description:** A thermometer measures degrees while a thermostat changes the temperature in the room. When faced with difficult conversations and communication challenges, do you know how to be a thermostat? Communication challenges influence group dynamics and effect how well a group is able to serve the community. This training is designed to support participants in fostering connection and rapport when faced with challenging interactions. This transformative justice and trauma-informed approach to communication will help you develop stronger relationships, trust, and ensure residents are served equitably. Participants will learn practical skills for engaged and effective communication, ways to approach difficult conversations, and how to resolve communication barriers and deescalate and challenging behaviors.

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### **Upcoming City Organizational Development Trainings**

If you attend one of these or other City trainings, I would love to receive your feedback.

#### **Active Assailant & Stop the Bleed Training**

We are installing Stop the Bleed kits in CCB 201 as part of ongoing safety planning efforts. This is an opportunity to learn how to use Stop the Bleed kits in case of an emergency, as well as receive a refresher on what to do in the case of an active assailant. The presentation will provide training as well as education regarding active assailant and workplace violence. Topics will include resources for businesses, prevention information, and potential early warning signs for all those in the workplace to be cognizant of. The person next to a bleeding victim may very well be the one who's most likely to save him or her from bleeding to death. By learning how to STOP THE BLEED®, you'll gain the ability to recognize life-threatening bleeding and act quickly and effectively to control bleeding once you learn three quick techniques. Presenters from the Dane County Sheriff's Department offer this training.

**Upcoming Session:** [May 1](#) (in person)

#### **CRASE Training**

Several of you have requested another active shooter response training. The City is offering a free [Civilian Response to Active Shooter Events \(CRASE\) training](#) that you may be interested in attending.

**Upcoming Session:** [March 6](#) (in person)

#### **Conflict De-Escalation**

**Description:** Many people struggle in the area of de-escalating conflicts with difficult people who become loud, rude, and obnoxious. Are you confident handling stress and conflict in a way that will not escalate the situation? If basic de-escalation techniques can be applied to stressful situations, the better the outcome can be. Once you can connect and identify with something that is creating stress and frustration in a person, you are on your way to de-escalating the situation.

In this training, you'll learn the basics of verbal de-escalation to give you confidence when dealing with difficult people. This includes risk factors/red flags, de-escalation tips, physical warning signs of violent behavior, and scenarios. You'll leave with strategies to make you a more confident and assertive communicator, especially when dealing with difficult people! Presented by: Cindy Holmes and Josalyn Longley (Dane County Sheriff's Department)

**Upcoming Session:** [March 19](#) (in person)

#### **Involving People in Decisions that Impact Them**

**Description:** In today's interconnected world, successful decision-making centers on the active involvement of those who will be impacted by that decision. As a leader, making decisions can be one of the most difficult and stressful things you can do. This interactive course is designed to equip participants with the essential skills and strategies to identify, empathize, plan, and engage with those impacted by decisions. Through a combination of discussions, scenarios, and hands on workshops, participants will gain a deeper understanding of the dynamic nature of involving people in decisions that impact them and learn practical techniques to effectively engage people in projects and decisions.

**Upcoming Session:** [March 14](#)

#### **Setting Boundaries: How to Say No and Feel Confident In It**

**Description:** Boundaries vary from person to person; but only through a clear understanding of our own boundaries we are able to work toward developing healthy interpersonal relationships. From not checking our email after our work hours have ended, to not wanting to be touched, all of our boundaries are important and they are ways in which we are able to foster social and individual wellbeing. During this course boundaries that are important to us, ways to communicate and enforce them, as well as how to respect those of others. Presented by: The Employee Assistance Program

**Upcoming Session:** [April 10](#)