



Roll Call Number

20-0464

Agenda Item Number

400

Date: March 9, 2020

**A RESOLUTION DIRECTING THE CITY MANAGER TO INCLUDE IMPLICIT BIAS TRAINING, DE-ESCALATION TRAINING AND CULTURAL COMPETENCY TRAINING IN EMPLOYEE TRAINING AND EDUCATION**

WHEREAS, the City Council recognizes that Des Moines is a vibrant and diverse City and that this vibrancy is in large part dependent upon the City's diversity and multi-cultural contributions; and

WHEREAS, the Council also recognizes that no one is exempt from potentially and unconsciously displaying bias or prejudice in dealing with citizens, that de-escalating situations is preferable to heightened tensions or use of force and that employees well versed in cultural competency will result in a better served citizenry; and

WHEREAS, the first phase in dealing with these very important issues is awareness of the potential or the actual existence of implicit bias based on race, ethnicity, national origin, religion, gender or other individual characteristics; and

WHEREAS, the Des Moines Police Department already mandates and provides for implicit bias training and de-escalation training for all officers and would welcome cultural competency training on a regular basis and the City Council values and appreciates such training and therefore desires to direct the City Manager to include such training and all of such training on at least a biennial basis in all City departments; and

WHEREAS, such training concerning implicit bias, de-escalation and cultural competence should follow national best practices in terms of length of training, i.e. the training could be a full day for untrained employees and a half-day for those already trained, or of different lengths as national best practices provide.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DES MOINES, IOWA:

That the City Manager is hereby directed to include implicit bias training, de-escalation training and cultural competency training for all City departments on at least a biennial basis and such training shall be included in all training manuals, employee handbooks or such similar materials generally provided to employees by the City.

BE IT FURTHER RESOLVED BY THE CITY COUNCIL that such training shall be designed for local government and incorporate national best practices for each component for the training for such activities in terms of content and length of training and the City Manager is further



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directed to provide to Council reports containing appropriate metrics to measure training understanding and absorption.

MOVED BY Gatto TO ADOPT.

APPROVED AS TO FORM:

[Signature]  
Assistant City Attorney

COUNCIL ACTION	YEAS	NAYS	PASS	ABSENT
COWNIE	✓			
BOESEN	✓			
GATTO	✓			
GRAY	✓			
MANDELBAUM	✓			
VOSS	✓			
WESTERGAARD	✓			
TOTAL	7			

CERTIFICATE

I, P. Kay Cmelik, City Clerk of said City hereby certify that at a meeting of the City Council of said City of Des Moines, held on the above date, among other proceedings the above was adopted.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my seal the day and year first above written.

MOTION CARRIED APPROVED  
J. M. Franklin Cownie  
Mayor

P. Kay Cmelik City Clerk