

RESOLUTION TO AUTHORIZE THE HEALTH COMMISSIONER TO ENTER INTO A SERVICE AGREEMENT BETWEEN PHOENIX CONSULTING CO. AND THE FRANKLIN COUNTY BOARD OF HEALTH TO EXECUTE A DEI TOWN HALL VIRTUAL SESSION ON MAY 5, 2023 (EXPENSE NOT TO EXCEED \$2500 WITH AN AGREEMENT END DATE OF MAY 5, 2023)

WHEREAS, the vendor will develop content for and facilitate a two-hour session, *Implicit Bias: Beyond the Self* for all FCPH staff to support the agency's Declaration of Racism is a Public Health Crisis by providing an opportunity to our workforce to learn and apply DEI principles and practices, including understanding workplace bias;

WHEREAS, session participants will engage in the process of building psychological safety as they explore bias; define, and explore terms as they apply to their interaction with others, such as implicit bias and micro-aggression; use a tool for identifying bias on their own; and apply the information to one's role at FCPH;

WHEREAS, the vendor has worked with non-profit organizations such as United Way and City Year, as well as, with small companies and Fortune 500 companies, such as Rolls Royce and Gulfstream; their sessions and curriculum help to develop competent, relatable, reliable, and innovative leaders for the organizations, communities, and families in which they serve; and

WHEREAS, this session is supported by American Rescue Plan Act (ARPA) funds through the Franklin County Board of Commissioners.

Now, therefore, upon motion of Board Member _____, second by Board Member _____;

BE IT RESOLVED BY THE FRANKLIN COUNTY BOARD OF HEALTH, BOARD MEMBERS;

1. That the Health Commissioner is authorized to enter into a service agreement with Phoenix Consulting Co. for the purpose of developing content for and facilitating a virtual DEI session, *Implicit Bias: Beyond the Self* for all FCPH staff.
2. That this resolution shall be in full force and effect immediately upon its adoption.

Voting Aye Thereon:

Board Members
Franklin County Board of Health

Voting Nay Thereon:

Board Members
Franklin County Board of Health

APPENDIX A

About Us

Phoenix Consulting Co. delivers the most effective and engaging learning and development sessions in leadership and communication for companies around the world. Leading the way is our dynamic and innovative team of practitioners, which have over 75 years of combined experience.

We have worked with small companies and Fortune 500 companies. Some of the more recognizable names include Rolls Royce, and ad Gulfstream, in addition to multiple nationally recognized not-for-profit organizations, including United Way and City Year.

Our sessions and curriculum develop competent, relatable, reliable, and innovative leaders for the organizations, communities, and families in which they serve. We help leaders make marked improvements in their effectiveness through intensive workshops and ongoing coaching using industry tools leading tools and methods.

We use industry leading tools and methods, including:

- Emotional Intelligence
- Change Style Indicator
- Six Sigma
- Kaizen Events
- Myers Briggs Type Indicator
- DiSC
- LEAN
- Green Belt and Black Belt Project

What our clients say:

"Toni is an amazing presenter. She brings high energy, fun, and real-world advocacy to her programs. She blends personal stories throughout her presentations, and her upbeat style charms her audiences. She puts everyone at ease. Her creativity relative to content is off the charts; she always brings a fresh approach to the material. I would rank her as one of the best speakers and trainers I have seen."

Matt Nichols, Director, Organizational Development, Speedway

Engagement Overview

The following items will be part of the process we tailor for your session. Each item is designed to meet the specific needs of your team.

Implicit Bias: Beyond the Self

Nobody wants to be wrong, but sometimes we are. Most people don't mean to cause harm by the things they say, or don't say. Despite those good intentions, there are times when an important opportunity is missed because of an invisible thief called "bias." Bias can cause a blind spot in everyday situations, especially when you know enough to believe you are right, but not enough to know that you could be wrong. In the public health arena, where care impacts the most vulnerable in our communities, the threat of missing those opportunities to connect are intensely high.

This 2-hour interactive workshop will take learners through a brief level-setting of what they know. From there, we will explore methods for uncovering what we don't know in the arena of human interaction. Learners will come away with operational definitions of common terms in the DE&I space, a tool for identifying bias on their own, and opportunities to apply this learning.



Session Objectives: **Implicit Bias: Beyond the Self**

The primary goals for this session are for you to:



1. Engage in the process of building psychological safety as you explore bias.
2. Define, and explore terms as they apply to your interaction with others: implicit bias, micro-aggression.
3. Use a tool for identifying bias on your own.
4. Apply the information to your role at FCPH.

Session Materials

- Electronic Participant Workbook
- Slides for participants to refer to

Plan Pricing & Agreement

We outlined the following package based on our discussion, including:

- Initial meeting with the Lead Visionary/Visionaries assigned to this project, which will result in:
 - Participant workbook as a downloadable .pdf and slide deck for participants to reference
- Facilitation of the Session
- Follow-Up with the Lead Visionary/Visionaries assigned to this project within 10 days of the session

Name	Subtotal
1 Session: Implicit Bias: Beyond the Self 2 Hours : 9:00 AM – 11:00 AM Date: Friday, May 5, 2023 Mode: Virtual	\$2,500.00
Government Agency Discount	(\$2,000.00)
Total	\$2,500.00

The total cost for this project is two-thousand five-hundred dollars (\$2,500.00). We are delighted to inform you that our price includes a two-thousand dollar (\$2,000) discount for government agencies.

Fifty percent (50%), of the total fee, one thousand two hundred fifty dollars (\$1,250.00) will be due upon signing this agreement. Your session dates will be secured once this payment is received. The balance of fifty percent (50%) one thousand two hundred fifty dollars (\$1,250.00) will be upon delivery of the session.

Cancellation/Date Change: cancellation 91 days or more prior to the originally scheduled date = no fee. Cancellation/date 90 – 60 days prior to the originally scheduled date = 50% of the total fee will be due. Reschedule as mutually agreed to by both parties.

Cancellation/date change 59 – 0 days prior to the originally scheduled date = 100% of the total fee will be due with no reschedule or refund.