



# City of Tacoma Committee of the Whole Minutes

Dial: 253-215-8782 Meeting ID: 845 1925 1702

Webinar Link: [www.zoom.us/j/84519251702](http://www.zoom.us/j/84519251702) Passcode: 616035

**March 29, 2021**

**6:00 PM**

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## SPECIAL MEETING

### Call To Order

Mayor Woodards called the special meeting to order at 6:06 p.m.

### Roll Call

**Present:** 8 - Beale, Hines, Hunter, McCarthy, Thoms, Ushka, Walker and Woodards

**Absent:** 1 - Blocker

Deputy Mayor Blocker arrived at 6:10 p.m.

All Council Members participated virtually.

### Briefing Item

1. [21-0322](#) Implicit Bias Training

At approximately 6:07 p.m., Lisa Woods, Interim Chief Equity Officer, Office of Equity and Human Rights (OEHR), provided opening remarks and introduced Nick Bayard, Assistant Chief Equity Officer, Andreta Armstrong, Human Rights Division Manager, Mia Navarro, Policy and Program Manager, and Lucas Smiraldo, Senior Policy Analyst, OEHR; and Klarissa Monteros, Senior Policy Analyst, Neighborhood and Community Services.

Deputy Mayor Blocker arrived here, at 6:10 p.m.

Together, Ms. Woods, Mr. Bayard, Ms. Armstrong, Ms. Navarro, Mr. Smiraldo, and Ms. Monteros presented the implicit bias training, including the purpose and objectives of the training, overview, introductions and check-in questions, a definition of implicit bias, explicit versus implicit bias, examples of implicit bias, how the human brain processes information, the neuroscience of race prejudice, what individuals can do about implicit bias, ongoing introspection, and discussion and reflection.

Discussion ensued throughout regarding gender pronouns, goals and interests, neuroscience, sharing concepts with and educating the public about implicit bias through City communications and proclamations, compassion, stereotypes, minimizing harm and responding to actions and environmental issues, building relationships and empathy, impacts of popular media and social media, explicit bias, ongoing learning and growth, acknowledging and working through mistakes, putting the concepts into practice, and transformation efforts.

## **Adjournment**

On proper motion, the special meeting was adjourned at 7:20 p.m.

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Victoria R. Woodards, Mayor

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Doris Sorum, City Clerk