

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, APPROVING A PARTNERSHIP BETWEEN THE CITY AND RCULTURES, INC., TO PROVIDE LIVE IN-PERSON TRAINING TO SPECIFIED CITY DEPARTMENTS ON DIVERSITY AND CULTURAL COMPETENCY; AND, AUTHORIZING THE CITY MANAGER TO EXECUTE AN AGREEMENT WITH RCULTURES, INC., ACCEPTABLE TO THE CITY MANAGER AND THE CITY ATTORNEY, TO PROVIDE FOR WORKSHOP SESSIONS DURING FY 2019 AND WHICH MAY BE RENEWED ON AN AS-NEEDED BASIS, AT A COST TO THE CITY NOT TO EXCEED \$9,000 ANNUALLY.

WHEREAS, the issue of LGBTQ diversity training was discussed at the November 6, 2018, LGBTQ Advisory Committee meeting and a motion was made recommending that the City Commission put in place in-person diversity training for staff members from Code Compliance, Building, Finance (Customer Service Center), Recreation, Public Works Sanitation, Housing & Community Services, and the City Manager's Office; and

WHEREAS, the issue of LGBTQ diversity training was also discussed at the December 14, 2018 Neighborhood/Community Affairs Committee meeting; and

WHEREAS, currently, the City of Miami Beach provides online mandatory training for all employees on Diversity, Sexual Harassment, Ethics Regulatory, Ethics, Teambuilding, Customer Service Excellence, and Orientation. All employees reporting to the City Manager are required to take each of these online trainings and comply with the established refresher frequency for each; and

WHEREAS, as of January 2019, 4,896 employees have taken diversity training since the online program inception in 2012, with 1,557 employees taking Diversity training between 2016-2018, and there is a 74% compliance rate with regard to the required three-year refresher course as of January 2019; and

WHEREAS, additionally, the Police Department provides Diversity training to all employees annually. This past year, the department hired Rick Caldwell of RCultures to provide in-person sessions. Per Lt. Campbell, all police department sworn officers (393 officers) are in compliance with this required training, as well as seven detention officers. Detective Juan Sanchez provides LGBTQ density training as well. The Police Department is piloting a diversity program for 2019 with RER Consulting; and

WHEREAS, ODPI obtained a proposal from RCultures, Inc. to provide in-person training on diversity and cultural competency; and

WHEREAS, ODPI will work with RCultures to implement and continue the program until City staff members have been trained. The trainings will be delivered at the City of Miami Beach where approximately 15 workshops will be conducted for 448 City staff members. The program will be delivered at a cost not to exceed \$9,000 for the FY 2019.

NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND THE CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA that the Mayor and City Commission hereby approve a partnership between the City of Miami Beach and RCultures Inc. to provide live, in-person training to specified City departments on diversity and cultural competency, and authorizing the City Manager to execute an agreement with RCultures, Inc., acceptable to the City Manager and City Attorney, to provide for workshop sessions during FY 2019, which may be renewed on an as-needed basis, at a cost to the City not to exceed \$9,000 annually.

PASSED AND ADOPTED this ____ day of March, 2019.

ATTEST:

Dan Gelber, Mayor

Rafael E. Granado, City Clerk

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION

City Attorney

3/11/19

Date

