

## **Proposal for Part-time Trainer for the City of Miami Beach**

### **Goal:**

The goal is to train the below listed CMB departments on diversity and cultural competency in 2019:

| <b>Department</b>                 | <b>Number of Employees</b> |
|-----------------------------------|----------------------------|
| Code Compliance                   | 20                         |
| Building                          | 76                         |
| Finance (Customer Service Center) | 28                         |
| Recreation                        | 184                        |
| Public Works Sanitation           | 103                        |
| Housing & Community Services      | 22                         |
| City Manager                      | 15                         |
| <b>Total Number of Employees</b>  | <b>448</b>                 |

### **Option 1:**

Part-time employee. Hire a part-time consultant from a temporary agency with an hourly billed rate of \$31:

- 25-30 participants per session
  - 4-hour sessions on Cultural Competency/Diversity
- 4-hour sessions = \$124 per session
- Approximately 15 sessions = \$1,860
  - 160 hours of material preparation = \$4,960
- Approximate cost for training consultant = \$6,820

### **Option 2:**

Contract with RCultures, Inc. to provide Cultural Competency/Diversity workshops:

- 25-30 participants
  - 2 Hour session on Cultural Competency/Diversity
- 2 Hour Workshop - \$600.00 per workshop\*
- Approximately 15 total workshops = \$9,000

\* Participants will retake ODPI refreshed online Diversity Training at the end of the session