



**Coconino County Board of Supervisors  
Special Session Minutes**

911 Sawmill  
Auditorium  
Flagstaff, Arizona

**March 14, 2019**

**Present:** Chairman Art Babbott, Vice Chair Lena Fowler, Supervisor Elizabeth Archuleta  
**Absent:** Supervisor Jim Parks and Supervisor Matt Ryan

**Also Present:** County Manager Jimmy Jayne, Deputy County Managers Lucinda Andreani and Marie Peoples, School Superintendent Risha Vanderway, Human Resources Director Erika Philpot, Assessor Armando Ruiz, IT Director Matt Fowler, Community Development Director Jay Christelman, Program Manager Allie Stender, Juvenile Court Director Bryon Matsuda, Valerie Wyant, Public Defender Sandy Diehl, Career Center Director Carol Curtis, Parks and Recreation Director Cynthia Nemeth, Executive Assistant Ramona Doerry, Executive Assistant Theresa Thomas, Public Fiduciary Rashida Suminski, Emergency Director Todd Whitney, Commander Cathy Allen, Administrative Senior Manager Martie Delgadillo, Interim Legal Defender Erika Arlington, Community Services Director Norma Gallegos, Facilities Director Sue Brown, Public Affairs Director Eric Peterson, Deputy Chief Probation Officer Michelle Hart, Interim Chief Health Officer Michael Oxtoby, Clerk of the Board Lindsay Daley

Chair Babbott started the meeting at 8:38 am.

**Special Session:**

1. Presentation and discussion regarding the results of the County Intercultural Development Survey and a workshop on cultural competency. **County Manager**

Deputy Manager Lucinda Andreani provided introductory comments. She introduced the consultant Kelli McLoud-Schingen who presented for the session.

Ms. McLoud-Schingen explained what the session will be: examination of cultural competence as indicated by the Intercultural Development Inventory (IDI), exploration of perceptions and unconscious/implicit bias, introduction of concepts, awareness and tools. She also went over what the session will not be: Diversity 101, Bias 101 or a blame and shame workshop. She talked about Community Agreements to create a space of psychological safety to insure there is

inclusion. This included: speak your truth, take risks, recognize the difference between intent and impact, engage in active listening, perception is reality, Platinum Rule, Vegas Rule- with strings, and others.

Ms. McLoud-Schingen talked about the journey of inclusion. She did an exercise with attendees and used an example of a journey to Nosrepia. She and a volunteer enacted a scene of what you may see in Nosrepia. Participants said what they saw from the scene. She then explained what it is really like in Nosrepia and what they value and their rituals.

Ms. McLoud-Schingen explained the D.I.N. Model as a tool that participants can use in the future. D.I.N. stands for Describe, Interpret, Navigate. Describe the FACTS of the situation/incident- be neutral and exact and overcome cultural filters. For Interpret, consider what meaning is made of the situation from the potential different perspectives of all involved and consider the motive of those involved. Navigate- consider the facts and the different interpretations of the situation/incident, begin to reconcile the conflicting perspectives and respond with awareness of the larger picture. Assume parties involved operate with good intentions. Choose to “stretch.”

Ms. McLoud-Schingen explained what Unconscious (implicit) Bias is. This refers to the bias that we are unaware of, which happens outside of our control. It is a bias that happens automatically and is triggered by the brain making quick judgments and assessments of people and situations, influenced by background, cultural environment and personal experiences. She provided an example of unconscious bias. She talked about when unconscious bias happens. Neuroscience reflects that even when one knows better the brain still learns it. This is how unconscious bias shows up. She provided examples.

Ms. McLoud-Schingen explained why unconscious bias happens. German Sociologist George Simmel defines a stranger as someone who is viewed with suspicion because of the unpredictability of their behavior. This person challenges one’s identity and way of being. She explained that biology has not caught up with technology. Brains have a simple thought of approaching or avoiding. If it is the same it is safe, if it is different than avoid it. She explained why this happens, such as social influences, religion, language, education, family, media, friends, culture. She gave an example of needing to stop getting to the place where people don’t want to talk about it. At 6 years old impressions begin to be crystalized, everything after that is filtered. She stated that having conversations around this subject needs to start at a younger age.

Ms. McLoud-Schungen talked about what culture is. She gave examples of what may be seen and not seen.

Chairman Babbott left the meeting at 9:59 am and there no longer was a quorum.

2. Presentations and discussions regarding an overview of the Sheriff’s Office and the services they provide, paid parental leave, Fiscal Year 2020 Service Improvement Requests and roundtable updates from County departments. **County Manager**

There was not a quorum of the Board of Supervisors for this item.



**Coconino County Board of Supervisors**

A handwritten signature in blue ink, appearing to read "Art Babbott", written over a horizontal line.

Art Babbott, Chair

ATTEST:

A handwritten signature in blue ink, appearing to read "Lindsay Daley", written over a horizontal line.

Lindsay Daley, Clerk of the Board

