

From: Jeanette Laster

To: WOOD, CHRISTIE

Cc: WIDMYER, STEVE; ENGLISH, DAN; EVANS, AMY; GOOKIN, DAN; MCEVERS, WOODY; Jason Tapani; TYMESEN, TROY; ANDERSON, HILARY; kmiller@cdaid.org

Subject: Re: Debrief on Community Conversations and invitation for next community event

Date: Friday, June 26, 2020 8:07:38 PM

Attachments: image.png

Thank you Christie for your reply and I completely understand and respect everyone's level of comfort during this time.

Thank you also for the confidence in the feedback that we will present from the community. We do sincerely feel this will be valuable information, especially as we move forward in the **CDA Envision process of cultural identity goals**. Our panel was very diverse and we were proud of the college graduate students that bravely spoke about their concerns for the future of their community. We also very much appreciated Dr. Finnie's, Councilwoman Miller's and Captain Kempf's contributions. The panel was very well balanced and the day was filled with hope, and built a great deal of trust with those community leaders and citizens that attended. We are definitely anxious for you to receive the feedback. However, more importantly, we have an opportunity to discuss and look at further community problem solving and solutions together with other **community builders like United Way, Kootenai Hospital, Heritage Health, North Idaho College** and others that were also in attendance.

Our team is also aware of the **Reyes Scenario training opportunity** which is fantastic, and our education team has often been invited to attend local law enforcement training in Washington and Idaho. HREI connects regularly with Sheriff Leadership, and they have shared this information with us and the great experience they received. We are grateful to the Kootenai County Task Force on Human Relations for continuing to support this opportunity for all our officers.

Over the winter, we were host to one of their training's and I applaud their continued effort to be sharp and up to date on these procedures. We have multiple children's partner programs that we share with CDAPD and we are very proud of that relationship. I want to be clear, we were not suggesting training to officers in this forum, although we have many great options for non tactical classes. The HREI process that I spoke of in the email earlier is really meant to engage the community more fully and requires "leadership listening" of the many community voices. Community youth and young adults are asking to lead, and need to be heard: community policing, city connections to citizens, and resource development resonated over and over in the last session and some members of our community feel, especially people of color, that HREI is a safe place to use their civil and respectful voice and we set a tone and atmosphere that is meant for conscious listening and learning. It was a very powerful session.

If it pleases everyone, I would offer some additional information specific to the events. I will try to be brief. However, I want to give you as much detail as possible to consider the invitation:

I may not have expressed fully the intention of these sessions in the first email, as was previously shared with Mayor Widmyer when we last met. HREI has secured the strategic facilitation services of Dr. Scott Finnie, the Director of Africano studies at Eastern Washington University and our own certified business and community equity trainers Juli Straton (LGBTQ and anti discrimination), Audrey Sines (Cultural and anti racism) and Chris Brooks (Trauma Informed care) who have many professional certifications and degrees in these areas. They will assist in facilitation and participate fully in multiple community exercises over the next six months which are meant to involve and create a bridge between all levels of the community including city and law enforcement to our citizens. This was the recommendation of Captain Kempf and Dr. Finnie at the close of the last session based on responses.

These two recent events and the opportunity to discuss results that we are calling "debriefings" are the first of many opportunities that HREI will host in partnership with the education, healthcare, social service/nonprofit and government sectors. The community and business sector has asked for HREI to continue them. When we host these, there will always be the opportunity to attend virtually online and in-person and we work directly with Panhandle Health District, as several of their team participate on our Education Committee. We would never risk the public safety and want everyone to feel very comfortable in whatever method of participation they choose. Since we are a teaching facility, we will also film for the purpose of reviewing the opportunity with future students or for community leaders that may not be able to attend to review. Private "debriefing" sessions will never be filmed by us (you are welcome to for your own use) and will be held in complete confidence.

HREI is also offering multiple equity training's to city and council staff by the above facilitators for free. After a conversation with a member of the city staff team centered around questions posed to us on cultural humility and privilege, HREI thought this would be beneficial and offered to provide these future educational opportunities as a way for better understanding and effectiveness in all our work. These can be scheduled at your convenience through me for large or small group sessions. Obviously a larger session is more cost effective and we can provide snacks and/or a meal.

I have received confirmation from our partners that we will facilitate two cafe-style events. One will be held on Saturday, July 11 at 11AM outside on our patio and grass areas (pending weather) and the other will be a virtual event at 6PM on Tuesday, July 14. Both require free registration tickets and a link will be posted and mailed out by early next week. We are capping both events between 50-75 people and if there is more interest, then we will host an additional event at a later date. Opportunities for open community dialog is a key strategic element for HREI programming, see excerpt from our strategic plan below:

HREI board is committed to our community and building continued community trust through all of our partnerships, especially the City of Coeur d'Alene and CDAPD.

I sincerely hope this second email is more clarifying and if there are any questions, please don't hesitate to reach out to me or Jason Tapani, HREI Board President who is copied here. We will be looking forward to your RSVPs.

With appreciation and gratitude,

Jeanette M. Laster

Executive Director

208-292-2359 | www.HREI.org

On Fri, Jun 26, 2020 at 1:42 PM WOOD, CHRISTIE <CWOOD@cdaid.org> wrote:
Hi Jeanette,

Personally I am not going to commit to meetings at this time. Our COVID numbers are climbing so I am avoiding extra meetings as much as possible. I think you could easily summarize the conversations and provide that to the Council in writing. It would be valuable feedback.

As you know the residents of CDA continue to show a great deal of support for our Police Department and the leadership of Chief White.

Last year the Kootenai County Task Force on Human Relations helped secure diversity training by a highly respected trainer for the entire Sheriffs Dept. as a proactive program.

CDA Police has also expressed interest in this training but we must now wait for COVID issues to subside.

I appreciate you are asking the community COVID related questions but I would like to encourage you to do so in an on-line format.

Most of the individuals you hope to attend these events are very wary of any gatherings.

Sincerely,

Christie Wood

Sent from my iPhone

On Jun 26, 2020, at 10:00 AM, Jeanette Laster <jlaster@hrei.org> wrote:

Good morning Mayor Widmyer and Council,

I hope this email finds you all well. HREI and its education team would like to host an opportunity to debrief with your council and management staff/team on the past two community conversations recently held in our building. We have a great deal of feedback and data collected. We would like to bring in our racial equity instructors as well, so there may be an opportunity for City leadership to ask questions and explore any solutions to complex issues or challenges that were brought up by the community. To be clear, the community conversations covered a wide range of topics, but mostly focused on the Covid -19 and equity issues.

I would like this information to be shared with surrounding councils and City leadership also. Therefore, I would like to ask if you would prefer a private group setting or if you would consider and welcome members of city staff from Post Falls and Hayden and possibly Rathdrum. We are not opposed to doing these separately. However, having a regional discussion might bring further insight and create a unification of outcomes and resources. It also helps scheduling facilitators. This session is not open to the community.

Law enforcement management is encouraged and welcome to attend and I will send that invite as well. Please let us know which would be your preference. I am suggesting that we look at the week after July 4th as an option. HREI is flexible on day and time, and refreshments and/or a light meal can be provided.

We would also like to invite you all to the next community conversation tentatively scheduled for

Saturday, July 11 at 10AM. This conversation will be held as small group, cafe style questions in a rotation format. It will be offered in a pre-registration as previously done to ensure safe social distancing. It is our hope to have different City leadership, a separate law enforcement representative, and a healthcare, education or social service representative at each table, as community members rotate through. There will be different questions at each station. Please RSVP from this email if you would like to reserve a seat.

We sincerely hope you see HREI as a support and resource to help better serve the community. We look forward to working with you in any capacity.
With appreciation and gratitude,

Jeanette M. Laster
Executive Director
208-292-2359

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