



**City Council Workshop Meeting  
Ash North and South Conference Rooms  
January 10, 2024 | 5:30 p.m.**

**This City Council Workshop meeting is taking place at Woodbury City Hall in the Ash North and South Conference Room.**

**Members of the public may attend the meeting in person. Public comments will be accepted during the meeting.**

**Questions regarding the meeting will be also taken between the hours of 8:00 a.m. to 4:30 p.m. at 651-714-3524 or at [council@woodburymn.gov](mailto:council@woodburymn.gov). Questions received after 4:30 p.m. will be responded to in the next three to seven business days.**

**Please note that all agenda times are estimates.**

5:00 p.m. Dinner – Ash North Conference Room

**Workshop Agenda**

- |           |    |  |       |
|-----------|----|--|-------|
| 5:30 p.m. | 1. | City Council Training: Crucial Conversations and Leading Across Differences: Equity vs. Equality | 24-01 |
| 7:00 p.m. | 2. | Administrator Comments and Updates <sup>1</sup>  |       |
| 7:05 p.m. | 3. | Mayor and City Council Comments and Commission Liaison Updates <sup>1</sup>                      |       |
| 7:15 p.m. | 4. | Adjournment  |       |

<sup>1</sup> Items under comments and updates are intended to be informational or of brief inquiry. More substantial discussion of matters under comments and updates should be scheduled for a future agenda.

The City of Woodbury is subject to Title II of the Americans with Disabilities Act which prohibits discrimination on the basis of disability by public entities. The City is committed to full implementation of the Act to our services, programs, and activities. Information regarding the provision of the Americans with Disabilities Act is available from the City Administrator's office at (651) 714-3523. Auxiliary aids for disabled persons are available upon request at least 72 hours in advance of an event. Please call the ADA Coordinator, Clinton P. Gridley, at (651) 714-3523 (TDD (651) 714-3568)) to make arrangements.

City of Woodbury, Minnesota  
Office of City Administrator

**Council Workshop Letter 24-01**

**January 10, 2024**

**To: The Honorable Mayor and Members of the City Council**

**From: Clinton P. Gridley, City Administrator**

**Subject: City Council Training: Crucial Conversations and Leading Across Differences: Equity vs. Equality**

**Summary**

The City Council will receive an equity-focused training course from Genesis Consulting Services, LLC. This training is part of a three-year contract with the consultant to deliver citywide training to all full-time staff and elected officials. The title of this training is “Crucial conversations and leading across differences: Equity vs. Equality.” This session was crafted to empower individuals and organizations in navigating pivotal discussions and steering leadership across diverse landscapes.

According to Genesis, the trainers will lead the Council in an “immersive exploration of the nuanced dynamics between equity and equality within the workplace through engaging discussions, practical exercises, and real-world scenarios.” The Council will leave the session equipped with a profound understanding of equity and equality, tools to address sensitive topics, and primed to lead inclusively in an ever-evolving world. The objectives for this training are:

1. Differentiate between equity and equality.
2. Introduce the Crucial Conversations framework.
3. Develop leadership skills for leading across differences.
4. Enhance inclusive communication skills.
5. Learn conflict resolution strategies.
6. Gain insights into cultural awareness.
7. Apply concepts to real-world scenarios.

**Recommendation**

City Council members are encouraged to be fully active participants in this training.

**Governance Mode**

- Generative - Identifying key questions, anticipating future challenges, framing of issues, development of options. Problem-framing. What to pay attention to, what it means, and what to do about it. How does it fit with our mission, vision and values?

### **Fiscal Implications**

There are no fiscal implications for this training as it is part of a longer term contract.

### **Policy**

This work falls under the Welcoming and Inclusive Community strategic initiative from previous years, as well as the Quality of Life critical success factor.

### **Public Process**

The City Council participated in a DEI workshop in February of 2023. This will be the first training within the City's contract with Genesis Consulting Services, LLC.

### **Background**

Last year, the City of Woodbury entered into a three-year contract with Genesis Consulting Services, LLC for diversity, equity, and inclusion services. Genesis is a minority, woman owned business that is based in Woodbury. As part of that contract, they will deliver two City Council training courses – one in January of 2024 and one in January of 2025.

In addition, Genesis has created a citywide training framework. Trainings for City staff will be delivered in cohorts of 25-30, people twice a year, in 2024 and 2025 and the trainings will build upon each other. Staff will also get foundational DEI training at the all-staff meetings during their contract. Supervisors will get an additional training tailored to managers in September of 2024 and 2025.

Along with the trainings, Genesis will also be assessing our human resources practices and procedures around recruitment and retention and give recommendations. Genesis will give brief reports at the end of each year with a full report of recommendations and findings to come in the spring of 2026.

Written By: Shelly Schafer, Community Relations Manager  
Approved Through: Clinton P. Gridley, City Administrator