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Date: June 3, 2021 at 1:13:24 PM EDT

To: City Council and Mayor <council@hudson.oh.us>, "Howington, Jane" <jhowington@hudson.oh.us>

Subject: Community dialogue proposal

Dear all,

Due to continued and ever-increasing incidents within the Hudson community, there is an urgent need for community dialog and action regarding diversity, equity and inclusion. Communities across the nation are struggling to find solutions to meet the needs of diverse constituents: Hudson is no different. While opportunities may exist for people to talk, there are few facilitated opportunities available that move from dialog to an implemented plan of action. In this increasingly polarized time, it seems like nothing can be accomplished without shouting matches. It is possible to acknowledge each other's deeply held values AND work together respectfully even when we disagree. This proposal would provide the community with a set of skills and with a method for communication and problem solving that promote listening, relationship building, and collaboration across differences in ideologies and identities. This proposal will also provide a new culture of courageous conversation in order that when differences arise, we revert to intentional and connective discourse to address the root cause of the issues at hand.

With this in mind, I propose the City secure a national organization and/or team with a track record in facilitated city-wide community conversations around diversity, equity and inclusion to assist Hudson in developing and implementing a plan of action for community dialog and conversations. This would include not only a series of city-wide dialogues, but also the capacity building of members of the Hudson community to continue this work. The City should issue a request for proposals advertised widely in national forums such as the National Coalition for Dialog and Deliberation. Depending on the level of engagement for this type of firm; actual facilitation versus train the trainer as well as the number of gatherings, I propose allocating up to \$50,000 for this initiative and invite community organizations to contribute to and participate in this initiative.

I intend to introduce this at the Council workshop on June 8th and urge your support. If we are serious about the resolution, we passed a year ago, it is time to put our words into action and start our community on a path to increased understanding across differences and healing.

Thank you for your consideration.

Sincerely,  
Kate