



MEMORANDUM

To: Mayor and City Council

From: Laci McKinney, Organizational Effectiveness and Innovation Specialist
Matia Messemer, Director of Employee Experience

Date: September 24, 2024

Reference: Consider approval of an Interlocal Agreement with Dallas College, to facilitate “Growing in Cultural Agility” Learning Sessions for all City employees, in the amount of \$48,000, as budgeted in the General Fund Employee Experience Department; and authorizing the Mayor to sign.

2040: Foster an Inclusive Community Fabric

Introduction:

The purpose of this agenda item is to request the City Council's support for signing an interlocal government agreement with Dallas College to facilitate learning opportunities for the City of Coppell Employees on “Growing in Cultural Agility”.

Background:

The City of Coppell has a history of commitment to cultural competence and allyship, beginning with educational efforts in 2014. Building on this foundation, we are now proposing to partner with Dallas College for the "Growing in Cultural Agility" sessions, which represents the next evolution of our commitment to fostering an inclusive community and workforce.

Benefit to the Community:

By enhancing the cultural agility of our employees through this partnership with Dallas College, we expect employees will gain knowledge and develop skills to help navigate and thrive in Coppell’s culturally diverse environments, which will translate to more effective and empathetic community engagement.

Legal Review:

As this initiative involves an Interlocal Government Agreement, appropriate legal review was conducted to ensure compliance with all relevant regulations.

Fiscal Impact:

The fiscal impact of this item is \$48,000, as budgeted in the General Fund Employee Experience Department.

Recommendation:

Staff recommends approval of this item.