



# 4<sup>th</sup> Annual MLK Jr. Day-On January 18, 2021

"The time is always right to do what is right."

Martin Luther King, Jr.

**Welcome to the 4<sup>th</sup> Annual MLK Jr. Day-On.** This event demonstrates our commitment to professional development and the County Board's understanding that for us to do our best work serving our community, we need to take time together to learn and challenge ourselves. Marathon County employees engage in several hands-on workshops, programs, and presentations centered on such social justice areas as equality, empathy, poverty, education, underemployment, and more. An emphasis is placed on developing a deeper understanding of the cultures and historical experiences of marginalized and minority populations in our community while also providing staff an opportunity to meet training requirements related to topics such as sexual harassment and civil rights compliance.

Please review the description for each session you plan to attend. Please review the information carefully to ensure you are prepared for the sessions you plan to attend. Some sessions may request that you complete pre-work and/or download handouts. Links to join each session are located below each session description.

**\*\*One final note: consider using the attached "Idea Catcher" if you'd like to take notes or jot down ideas to implement in your own work and life.\*\***

## **Session 1      Welcome – Lance Leonhard      8:10 AM – 8:40 AM**

Lance Leonhard began his career in Marathon County Government in the Office of Corporation Counsel. He then served as Deputy Administrator and currently serves as the Marathon County Administrator. In addition to his public service in county government, Lance worked for the federal government as a law clerk on the U.S. Court of Appeals for the Seventh Circuit and for the State of Wisconsin as an Assistant District Attorney.

[\*\*Click Here to Join Session\*\*](#)

## **Session 2 Options**

### **8:45 AM – 10:15 AM**

#### **Crucial Conversations – Vicki Tylka**

Do you have a conflict with a co-worker that never seems to get sorted out? A team member with whom you want to resolve a problem, maybe one that is getting in the way of working well together and causing you frustration?

When emotions are high, opinions are varied, and the issue really matters to us, it's time to have a crucial conversation. People are often surprised that with some planning and focus, conversations that once were dreaded wind up having a good result.

In this 90 minute session, you will learn about what a crucial conversation is and how the way we interact with others may actually be part of the reason why a conversation goes poorly. The good news is you can change what you bring to a conversation. In this session, you will receive a tool that can guide you to have effective crucial conversations with anyone. There will be small group opportunities to discuss and reflect on the ideas presented during this session.

- ❖ Please [click here](#) to access the session materials including the *PowerPoint slides* and a *worksheet* the presenter has asked participants to review prior to the session:

[Click Here to Join Session](#)

#### **"I don't see color" – La'Tanya Campbell**

This session is designed to inspire champions of diversity by helping participants understand why the narrative of "I don't see color" is problematic, while exploring implicit bias and micro-aggressions.

Please [click here](#) to access any session materials the presenter has made available.

[Click Here to Join Session](#)

#### **A Facilitated Discussion of Katie Hamm's Presentation: "The Uncomfortable Truth: A Primer for Undoing Racism" – Gwen Taylor**

In August 2020, Katie Hamm, an educator with a Masters of Social Work who specializes in issues of racism and oppression, delivered a presentation to the Marathon County Board of Supervisors and Wausau City Council. The presentation was part of the policy makers' commitment to better

understanding issues of diversity, inclusion, and bias while working to create a community that is welcoming and inclusive to all.

This double session will feature a showing of Katie Hamm's presentation, as well as a facilitated discussion and activities intended to:

- Reflect on the how personal experiences and relationships shape our perspectives
- Increase awareness of what implicit biases are and how we can recognize our own biases and develop tools to change them
- Encourage us to consider how to apply what we have learned to better serve the people in Marathon County and create more accessible and inclusive programs, practices, and services.

There will be small group opportunities to discuss and reflect on the ideas presented during this session.

Please [click here](#) to access any session materials the presenter has made available.

[Click Here to Join Session](#)

## **Session 3 Options**

**10:30 AM – 12 Noon**

### **Native American Boarding Schools – Heather Bruegl**

In the 1800's assimilation was the government's policy to work Native Americans into mainstream society. One of the ways was taking Native children from their homes and sending them to boarding schools. "Save the man, Kill the Indian" was the motto that was used by these schools as they stripped Native children of their language, culture and identity. Learn how the schools operated and what we did to help overcome the abuse.

Please [click here](#) to access any session materials the presenter has made available.

[Click Here to Join Session](#)

### **Required Civil Rights Training – Employee Resources**

This training is required every three years for County employees who work in departments that receive Federal Department of Human Services dollars. The presentation will cover equal opportunity in employment and service delivery, the County's civil rights compliance plan, as well as obligations for serving clients with limited English proficiency.

Please [click here](#) to access any session materials the presenter has made available.

[Click Here to Join Session](#)

## **Crisis Assessment Response Team (CART) – Jacqueline White et. al**

This session will feature an overview of what the Crisis Assessment Response Team does and answer any of your questions.

Please [click here](#) to access session materials the presenters have made available.

[Click Here to Join Session](#)

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OPTIONAL: Guided mindfulness break “Joy for Any Mood” with Sebene Selassie from 12:05 PM – 12:15 PM

[Click Here to Join the Mindfulness Break](#)

## **LUNCH 12:15 PM – 12:45 PM**

Enjoy your lunch break. We hope to see you in Session 3!

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## **Session 4 Options**

**12:45 PM – 2:15 PM**

### **Required HR Harassment & Bullying Training – Employee Resources**

This presentation will cover what Sexual Harassment and Bullying are, how to prevent them, the differences between unwanted or illegal behaviors. We will also review County policies and why sexual harassment and bullying do not fit into the Marathon County work culture.

Please [click here](#) to access any session materials the presenters have made available.

[Click Here to Join Session](#)

### **1<sup>st</sup> Amendment Audit – Michael Puerner**

As employees of a local government, we have an obligation to ensure that we perform our job duties with integrity and transparency. We also have a duty to safeguard legally confidential information that we handle as a part of our work.

In this session, learn about a growing movement of self-described First Amendment Auditors, individuals who seek to film or video record on public property and in government offices in order to “test” their rights to film in a public space. Discover what your obligations are as county employees to both ensure that citizens have access to public spaces while also protecting the confidential information of others. Learn how the First Amendment relates to these “auditing” activities, and how to respect the diversity of others’ viewpoints while providing quality service and protecting private information.

Please [click here](#) to access any session materials the presenter has made available.

[Click Here to Join Session](#)

### **STS Training – Julie Jensen & Aidyn Laurynz**

Secondary Traumatic Stress is a natural condition that can result from working in a helping position or being in contact with trauma-impacted people. This training is designed to provide an overview to Marathon County Employees about secondary traumatic stress and burnout as well as an opportunity to explore different strategies to mitigate its effects. In advance of this session, we ask you to please take 15 minutes to complete the Professional Quality of Life (ProQOL) survey.

There may be an opportunity for small group discussion during this session.

- ❖ Please [click here](#) to complete the ProQOL survey prior to joining this session.

Please [click here](#) to access any session materials the presenters have made available.

[Click Here to Join Session](#)

## **Session 5 Options**

**2:30 PM – 4 PM**

### **Technology Training – CCITC**

Three trainings in one! This session will cover what you need to know about:

- Cyber Security
- Work From Home Tips, Tricks, and How To's

- How some departments are utilizing Laserfiche Forms.

Please [click here](#) to access any session materials the presenter has made available.

[Click Here to Join Session](#)

### **Work Group Session – UWEX Moderators**

Now that you have attended professional development, how do you put lessons learned into practice? This session will spend time debriefing items learned throughout the MLK Jr. Day-On, and walk participants through a plan of action that they can use with their teams or supervisor to put things into practice. This will be an interactive session.

[Click Here to Join Session](#)

### **Required HR Harassment & Bullying Training – Employee Resources**

This is a second offering of this training. It will cover what Sexual Harassment and Bullying are, how to prevent them, the differences between unwanted or illegal behaviors. We will also review County policies and why sexual harassment and bullying do not fit into the Marathon County work culture.

Please [click here](#) to access any session materials the presenters have made available.

[Click Here to Join Session](#)

### **Mental Health Stigma – Christopher Benny**

Christopher Benny (He/Him/His) is a co-founder of Difficult Discussions. He has been doing work related to equity and inclusion since 2014. Chris began his journey in the field by founding and serving as the president of a Socio-Environmental organization, Reformation and Improvement of Society and Environment in Bangalore, India. Eventually he took this organization to Stevens Point, Wisconsin where he attended the University of Wisconsin-Stevens Point to earn a Bachelor of Science in Biochemistry. With his leadership and recruitment of fellow social justice activists, RISE established branches in nine different countries across the globe. He was also a founder, chair and later student advisor for the UWSP Alliance of Multicultural and Diversity Organizations, directly serving over 1000 students and consisting of 20 member organizations. Working as the Inclusivity Director for the UWSP Student Government Association catalyzed his leadership development, inspiring noteworthy legislation, activism, and diversity and inclusion trainings which resulted in institutional change to create a more inclusive community. In addition to serving as our Executive Director he also serves as a voting member for the

Portage County Diversity Affairs and Inclusiveness Committee. Chris is exceptional at bringing diverse groups of people together to create organizations and systematically address marginalization.

❖ Please [click here](#) to complete a survey prior to joining this session.

Please [click here](#) to access any session materials the presenter has made available.

[Click Here to Join Session](#)

## **Session 6      Closing – Lance Leonhard      4:05 PM – 4:30 PM**

Join us for closing remarks on this important day.

[Click Here to Join Session](#)

# **Thank you for participating in this important day**

