

Western Region Intergovernmental Personnel Assessment Council

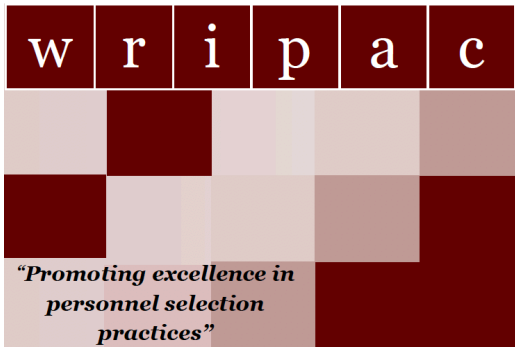
April 12, 2019

To Whom It May Concern:

I am honored to write a letter of recommendation for Dante King on behalf of the Western Region Intergovernmental Personnel Assessment Council (WRIPAC). WRIPAC is a non-profit Human Resources organization with over 30 public agency members representing state & local governments, school districts, utility districts, and other public agencies in Arizona, California, Nevada, and Oregon. One of our objectives is to provide quality training opportunities at a reasonable cost. We typically offer 10-15 training sessions each year, on a variety of topics related to Human Resources work in public service.

I first became aware of Dante's work when my previous agency, the San Francisco Municipal Transportation Agency (SFMTA) brought Dante in to lead anti-bias training for our agency's Senior Management Team. This group included 75-80 managers and supervisors across a variety of divisions. The SFMTA employs over 6,500 people in a wide variety of fields. There are 11 separate business divisions representing a workforces in urban planning, engineering, information technology, finance, marketing, communications, accessible services, transportation, human resources, skilled trades, and government affairs. Delivering this training to such a diverse group of employees ranging from front-line supervisors to division directors in a way that was accessible and relatable to everyone was not a simple task.

As the chair of the WRIPAC Training Committee, I reached out to Dante as I felt this important topic would be of considerable interest to the greater community that WRIPAC serves. Dante has developed a two-day training workshop for WRIPAC called Creating Equity, Inclusion and Integration. Overall, the feedback has been incredibly positive. The biggest "complaint" is that people wish the training was longer so they had more time to explore the concepts presented in this course. This is a testament to Dante's ability to lead discussions on topics that can impact participants in very personal, sometimes painful, ways in an environment with a high degree of psychological safety. The ability to build that degree of trust when many times only a few, if any, participants have met before is impressive.



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Some of the comments from our feedback surveys include:

"Overall this training was incredibly thought provoking, educational, and impactful. Dante is a wonderful facilitator and created an open training environment."

"No suggestions for improvement. This training was incredible and would be of value to all government organizations. The instructor was exceptional and provided tons of resources and information to attendees. What an experience!"

"I found the training very informative and I learned a great deal each day. This training exceeded my expectations."

"This training could easily be longer by a day up to several days given the depth and complexity of the subject/topic. Dante is a fabulous trainer with this topic. His willingness to be fully vulnerable and relatable made the foray into this topic accessible."

We are excited to partner with such a skilled facilitator on an important topic like unconscious bias. I highly recommend Dante to any organization seeking a trainer and facilitator capable of delivering this type of curriculum to any audience group.

If you have any additional questions about our experiences with Dante, I would be happy to answer them.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Tina Pruett', is located below the 'Sincerely,' text.

Tina Pruett
WRIPAC Training Committee Chairperson & Past President
Human Resources Manager
Contra Costa County