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4. Use all-staff feedback back to develop additional culture change initiatives that integrate with ESJ curriculum and code of conduct goals as a part of challenging white supremacy culture.
5. Begin to normalize discussion of time, response expectations and the need for focus/ uninterrupted time. (In progress)
6. Create a robust onboarding program/ new member orientation (In progress)
7. Integrate culture change steering committee and ESJ workgroup.
8. Identify and work with those Council Members who will actively and visibly support the culture change project.

*Final Note: It's been an honor and a privilege to work with the amazing, brave, brilliant and dedicated staff of the King County Council. Thank you.*