

Butler Anti-racism RFP Q&A

1. **Proposal Due Date:** In the anticipated timelines section of the RFP, it notes that August 31 is the proposal due date. In the paragraph above that on page 5, you ask submissions in MS Word by 5:00 p.m. on August 30. Please clarify the due date.
 - a. Please submit by 5:00 pm, 8/31
2. **Proposal vs. Letter:** In the “Applying” section on page 5, you are asking for a letter explaining Alliance-COA’s interest in the work outlined in the RFP. In the “Anticipated Timeline” you note that proposals are due on August 31. Are you looking for a separate letter of interest in addition to the proposal? Or can the proposal serve as Alliance-COA’s “interest in the work” described in the RFP?
 - a. The proposal is the “interest in the work” statement
3. **Common Language**
 - a. What is Butler’s working definition of “Anti-Racist”?
 - i. Anti-racist – to believe, act and advocate for equality, including improving interpersonal exchanges and actively changing systems and policies that promote different outcomes based on race or ethnicity.
 - b. What is Butler’s working definition of “Multicultural”?
 - i. Multi-cultural Organization - A process of continued learning and growth organizationally about and becoming allies with people from other cultures, thereby broadening the organizational understanding and ability to create and sustain a diverse workforce, equitable outcomes, and an inclusive organizational culture and climate.
 - c. What is Butler’s working definition of “Racial Equity”?
 - i. Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.
4. **Is the “GSSW Inclusive Excellence Committee” still operating? Is this committee considered an Employee Resource Group (ERG)? Would this committee be a resource to this consulting work? Does the organization have an EDI committee formed or in process? If so, describe the team, size, and activity of members.** In recent years, the use of diversity networks in organizations has increased tremendously. Diversity networks, also referred to as ‘employee resource groups’ or ‘affinity networks’, are initiated to inform, support and advance employees with similar social identities. In many organizations, diversity networks are part of a larger diversity management agenda and an increasingly popular practice to promote equality, diversity, and inclusion in the workplace. We find them to be incredibly useful in promoting long-term change throughout the consulting process and carrying that work forward after the consulting engagement.
 - a. Yes, GSSW’s Inclusive Excellence Committee is still operating and Butler’s Director of Operations is on the committee, however that work happens in parallel to Butler’s work.

v. 4 Administrative staff

- d. Will any board members be part of this work? **Butler does not have a formal board**
9. **The RFP mentions Awake to Work frameworks already being built.** On page 4, there is a request to use some application of a framework to guide the work. On page 5, the RFP requests that the consultant might build “upon previous work without duplicating efforts.”
- i. Would Butler provide all research, data, and information from their previous steps to the consultant for review early in the engagement so that the current state of the organization’s EDI journey can be better understood?
 1. **Butler would provide all available materials from previous engagements**
 - ii. What was the level of satisfaction/happiness with the Awake to Work framework? The IDI assessments?
 1. **Butler’s team have responded well to the Awake to Work framework and wish to continue using it.**
 - iii. Would Butler be opposed to moving through additional assessments in addition to what has already been accomplished that was noted in the “Steps to Becoming an Anti-racist Multicultural Organization” on page 3 and 4?
 1. **Butler is open to additional assessments**
10. **What does success look like to Butler?** What key performance indicators (success factors / “continued performance”) do we need to consider in drafting the proposal?
 - a. **Butler’s key performance indicators will be developed within application of the Awake, Woke, Work framework.**
11. **Anticipated Timeline:** Is there flexibility in the dates for work to begin and to also prepare for the Butler all-staff meeting? We notice that one is a Friday and the other is the immediate Monday. This may mean that we might kick-off at an earlier date if possible, to better accommodate and prepare for the October 4 meeting.
 - a. **Butler anticipates selecting a vendor in early September, and having a completed contract by the end of September. During September, Butler would like to meet with the selected vendor to discuss the final statement of work, make sure mutual expectations are clear, and develop a partnership while the contract is being finalized by DU.**
12. **Budget:** What is Butler’s budget range for the three-year engagement?
 - a. **We recognize this is an iterative process and costs may shift based on progress, and we are seeking input on costs from vendors. Costs should be tied to services that meet or exceed the requirements and should be clearly explained.**