



## Recommendation for Action

**File #:** 19-1024, **Agenda Item #:** 23.

2/21/2019

### **Posting Language**

Authorize negotiation and execution of a multi-term contract with The People's Institute for Survival and Beyond, to provide Undoing Racism® training for up to five years for a total contract amount not to exceed \$880,000.

(Note: This procurement was reviewed for subcontracting opportunities in accordance with City Code Chapter 2-9C Minority Owned and Women Owned Business Enterprise Procurement Program. For the services required for this procurement, there were no subcontracting opportunities; therefore, no subcontracting goals were established).

### **Lead Department**

Purchasing Office.

### **Client Department(s)**

Equity Office; Austin Police Department.

### **Fiscal Note**

Funding in the amount of \$80,000 is available in the Fiscal Year 2018-2019 Operating Budget of the Equity Office. Funding in the amount of \$96,000 is available in the Fiscal Year 2018-2019 Operating Budget of the Austin Police Department. Funding for the remaining contract term is contingent upon available funding in future budgets.

### **Purchasing Language:**

Professional Service.

### **For More Information:**

Inquiries should be directed to the City Manager's Agenda Office, at 512-974-2991 or [AgendaOffice@austintexas.gov](mailto:AgendaOffice@austintexas.gov) <<mailto:AgendaOffice@austintexas.gov>> or to the buyer, Claudia Rodriguez, at 512-974-2959 or [ClaudiaR.Rodriguez@austintexas.gov](mailto:ClaudiaR.Rodriguez@austintexas.gov) <<mailto:ClaudiaR.Rodriguez@austintexas.gov>>.

### **Additional Backup Information:**

The contract will provide Undoing Racism® training to city staff and community members. The Undoing Racism®/Community Organizing workshop is an intensive workshop designed to educate, challenge and empower people to “undo” the racist structures that hinder effective social change. The training is based on the premise that racism has been systematically constructed and that it can be “undone” when people understand where it comes from, how it functions, why it is perpetuated, and what we can do to dismantle it.

The City Council adopted a strategic direction on March 8, 2018, guiding the City for the next three to five years. The [Austin Strategic Direction 2023](https://austinstrategicplan.bloomfire.com/posts/3301043-austin-strategic-direction-2023-final) <<https://austinstrategicplan.bloomfire.com/posts/3301043-austin-strategic-direction-2023-final>> outlines a shared vision and six priority Strategic Outcomes. Equity is a “Context” item that impacts every outcome and the overall strategic plan and therefore requires departments to build it into their daily work. In support of this, the Equity Office indirectly works to impact all six of the Strategic

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Direction outcome areas. This work directly impacts Government that Works for All, the strategic outcome focused on “Believing that city government works effectively and collaboratively for all of us-that it is equitable, ethical and innovative.”

Undoing Racism® is also aligned with the City resolution number 20150507-027 that resulted in the development of the Equity Office, in that it seeks to transform systems and processes using an equity lens.

This proprietary workshop is only offered by the People’s Institute for Survival and Beyond, a national, multiracial, anti-racist collective of veteran organizers and educators dedicated to building an effective movement for social change. The People’s Institute has trained over 500,000 people in hundreds of communities throughout the United States and internationally and is recognized as the most effective anti-racist training and organizing institution in the nation.

Without this training the Equity Office will be unable to develop the shared language and analysis around equity. Therefore, making it almost impossible to administer the City’s equity assessment tool with fidelity and could prohibit the Equity office from meeting their 2019 performance measures.

**Contract Detail:**

| <b><u>Contract Term</u></b> | <b><u>Length of Term</u></b> | <b><u>Contract Authorization</u></b> |
|-----------------------------|------------------------------|--------------------------------------|
| Initial Term                | 1 yr.                        | \$176,000                            |
| Optional Extension 1        | 1 yr.                        | \$176,000                            |
| Optional Extension 2        | 1 yr.                        | \$176,000                            |
| Optional Extension 3        | 1 yr.                        | \$176,000                            |
| Optional Extension 4        | 1 yr.                        | \$176,000                            |
| <b>TOTAL</b>                | <b>5 yrs.</b>                | <b>\$880,000</b>                     |

**Note:** Contract Authorization amounts are based on the City’s estimated annual usage.