



Recommendation for Action

File #: 20-1257, **Agenda Item #:** 36.

2/20/2020

Posting Language

Authorize negotiation and execution of a multi-term contract with International Training Consortium, Inc., to provide citywide training on implicit bias, for up to two years for a total contract amount not to exceed \$900,000.

(Note: This solicitation 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 solicitation, there were no subcontracting opportunities; therefore, no subcontracting goals were established. However, the recommended contractor identified subcontracting opportunities).

Lead Department

Purchasing Office.

Client Department(s)

Human Resources Department.

Fiscal Note

Funding in the amount of \$400,564 is available in the Fiscal Year 2019-2020 Operating Budget of the Human Resources Department. Funding for the remaining contract term is contingent upon available funding in future budgets.

Purchasing Language:

The Purchasing Office issued a Request for Proposals (RFP) 5800 RJZ3005 for these services. The solicitation issued on April 29, 2019 and it closed on June 11, 2019. Of the seven offers received, the recommended contractor submitted the best evaluated responsive offer. A complete solicitation package, including a log of offers received, is available for viewing on the City's Financial Services website, Austin Finance Online. Link: [Solicitation Documents](https://www.austintexas.gov/financeonline/account_services/solicitation/solicitation_details.cfm?sid=130737%20)

[<https://www.austintexas.gov/financeonline/account_services/solicitation/solicitation_details.cfm?sid=130737%20>](https://www.austintexas.gov/financeonline/account_services/solicitation/solicitation_details.cfm?sid=130737%20).

For More Information:

Inquiries should be directed to the City Manager's Agenda Office, at 512-974-2991 or email to:

agenda.office@austintexas.gov [<mailto:agenda.office@austintexas.gov>](mailto:agenda.office@austintexas.gov)

NOTE: Respondents to this solicitation, and their representatives, shall continue to direct inquiries to the solicitation's Authorized Contact Person: Cyrenthia Ellis, at 512-974-1709 or email to:

cyrenthia.ellis@austintexas.gov [<mailto:cyrenthia.ellis@austintexas.gov>](mailto:cyrenthia.ellis@austintexas.gov).

Additional Backup Information:

The contract will provide City employees with training on implicit bias and cultural competence. The recommended contractor will develop and provide a training curriculum that is unique to the needs of the City.

The contract supports the findings from the Mayor's Task Force on Institutional Racism and Systemic

Inequities. This task force recognized the need to dismantle systemic racism and inequities in the City at its various levels. At the core is the personal level; followed by the institutional, structural and systemic systems. Implicit bias training will begin to address the personal level by engaging individuals in committing to lifelong training, while learning to have courageous conversations about race and equity.

An evaluation team with expertise in this area evaluated the offers and scored International Training Consortium, Inc. as the best to provide these services based on system concept and solutions proposed, demonstrated applicable experience, personnel qualifications, price, local preference and service-disabled veteran business enterprise.

Contract Detail:

<u>Contract Term</u>	<u>Length of Term</u>	<u>Contract Authorization</u>
Initial Term	1 yr.	\$400,564
Optional Extension 1	1 yr.	\$499,436
TOTAL	2 yrs.	\$900,000

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