



## Recommendation for Action

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**File #:** 21-1853, **Agenda Item #:** 21.

5/20/2021

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### **Posting Language**

Authorize negotiation and execution of a contract with Joyce M. James d/b/a Joyce James Consulting, to provide equity training, in an amount not to exceed \$150,000.

(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)**

Austin Transportation Department.

### **Fiscal Note**

Funding is available in the Fiscal Year 2020-2021 Operating Budget of Austin Transportation Department.

### **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 Sydney Ceder, at 512-974-2225 or [Sydney.Ceder@austintexas.gov](mailto:Sydney.Ceder@austintexas.gov).

### **Additional Backup Information:**

The contract is for equity training services for the Austin Transportation Department (ATD). In 2020, the ATD created a departmental Equity Committee (Committee), consisting of ATD staff tasked with the development and implementation of equitable solutions. The Committee determined that a key component to their success would be to provide equity training for Committee staff. Joyce James Consulting has conducted numerous equity training sessions with the City. The contractor's services will include workshops, strategy and debriefing sessions, and group discussions, which have proven successful with other departments.

Joyce James Consulting has three decades of equity training experience, working with a number of City departments, various State of Texas departments and public organizations, and federal agencies. By obtaining Joyce James Consulting's services, this request will help ATD stay compliant with Council Resolution No. 20150507-027, which directed the City Manager to evaluate the impact of existing City policies and practices on racial equity. Since this is a vital step for the ATD Equity Committee's process, if the City is unable to secure this service, it could leave the Committee without proper guidance on how to implement equitable solutions.

**Strategic Outcome(s):**

Economic Opportunity and Accountability.