

Questions received regarding the RFP

Pertaining to the 10-page limitations:

1. Is the Table of Contents included in that?

Yes.

2. Are Resumes included in that?

Yes. Feel free to link to LinkedIn Profiles or digital resumes

3. Who is your executive sponsor for this overall engagement?

Executive Director and Communications Director overall, as well as other Division Directors may sponsor specific projects impacting their Division.

4. By chance, can you share your budget for this?

Due to new funding and correlating organizational growth there is no set cap currently. Our FY22 budget totals \$53mm and investing in DEI activities and thoughtful organizational growth is a top priority. More detailed scope and budget for each specific category/project and will be developed in partnership with consulting teams selected by this RFP.

5. And I always like to ask: Is it possible to have a conversation with you prior to our proposal submission? This would be 30-minutes max. It's always nice to get to know you a little more as we assemble our best proposal for you.

It is highly likely that finalists will receive an introductory interview as part of the selection process. We do not offer individual meetings with potential responders in advance of the deadline.

6. You very clearly described your journeys of the last several years with help of consultants (DEI and OD/Growth). What did you like about the work they did (process and content) that you would like to see continued as new partners are possibly added? How likely is that you will be adding to your partner list from who you already work with (or in other words, how well partnered are you already)?

Our experience with our consultants who supported our DEI/OD advancement was very positive. The RFP documents the highlights of this collaborative body of work. We anticipate adding to our partner list.

7. What percent of in-person vs virtual delivery of work is ideal for you and this work? Answer will help us to draft suggested work approaches and to budget travel, unless a local partner is ideal and please let us know that.

We anticipate that a significant amount of the work can be done remotely, with some in person engagement, the balance between remote and in person engagement will be developed in collaboration with selected consultant teams.

8. We have expertise and track record with the 4 of the 6 service areas you seek help with. Can you say something about prior success and challenge with these (generally or specifically) and what particular skills or perspectives you need next with consulting partners? Or what special vision do you have for these done better than ever?

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- Professional development for existing employees
- Team building for supervisors, managers, and directors
- Implement and nurture new governance board
- Strategic Equity Plan implementation and progress measurement

Thoughtful organizational growth with an emphasis on DEI are strong skillsets for leaders within the organization as we manage existing operations, operational growth and stand up new programs. As outlined in our RFP this growth has been intense and that is why we seek to secure additional bandwidth and thought partners through consultants as we continue to navigate this growth.

9. What are the typical hourly rates of your best external partners currently – consultants, lawyers, accountants? We seek to match and to beat these rates.

We work with a wide range of hourly rates when it comes to our partners depending on the scope and expertise needed for each program/project. Some of our consultants offer governmental pricing. We believe in fair remuneration for any contractor/consultant that we partner with.

10. I am writing to ask a clarifying question regarding the “Implement and nurture new governance board” section of your RFP. Given the new governance board structure, what public meeting laws will apply? Will there be the option to do team building work with the board (both independently and with staff) that is outside of official public meeting time?

Public meeting laws will still apply with our new board structure as a Housing Authority based in Oregon. We would not be able to convene the board without holding an open public meeting.