



Midlothian ISD
Attn: Purchasing Department
100 Walter Stephenson Rd.
Midlothian, TX 76065

**REQUEST FOR PROPOSAL (RFP) NO. 2021-001
DIVERSITY, EQUITY AND INCLUSION CONSULTANT SERVICES**

Opening Time and Date
2:00 pm (CST) July 22, 2020

Addendum No. 1

The following Addendum is made pursuant to the Request for Proposal (RFP) No. 2021-001, Diversity, Equity and Inclusion Consultant Services. This Addendum shall be fully incorporated into the RFP and if any portion of this Addendum conflicts with the RFP or Attachments, the Addendum shall take precedence.

The following changes and/or clarifications are made in response to questions received from potential proposers:

1. Scope of service item 2 states that we are to begin implementation of the district plan. Just to clarify, there is no plan in place currently, correct? I want to be sure to correctly budget time to assist in the creation of the plan if that is the case.

Currently, MISD does not have a plan. This firm would help facilitate a community diversity council to develop its goals and plans for all departments and campuses. Then, serve as a partner for implementation.

2. Scope of service item 3 states that we are to partner with vendors to audit practices, policies, procedures related to hiring, retention, communication, curriculum, etc. to ensure MISD is culturally responsive to students, staff, and

parents. To clarify, are you asking us to create an assessment to evaluate MISD's existing vendors in terms of how they are implementing DEI practices for their work with you? Could you provide examples of the vendors you have in mind?

Since many firms may not have all of the services required to implement the MISD plan and may need to help the district seek out organizations to provide those services. The purpose of this area in the RFP is that this firm may need to partner or work with other vendors to support the implementation.

3. Scope of service item 4 asks us to assist in developing a long-term plan to address the audits/reviews for a 2 to 3 year plan. To clarify, is this a plan to implement improvements based on the results of the vendor audits? Could you give an example of what this looks like from your perspective?

The district plans to have curriculum audits and reviews. Our highest hope is that a firm can do the audits and reviews, but we may need to utilize other vendors then need help to prioritize and implement based the support the district needs.

4. Section 4--References asks for 4 references from government agencies. To clarify, are you asking for a letter of reference, or just contact information?

We would like to have both.

5. Section 4-References asks for sample copies relevant to the scope of services. To clarify, are you asking for a sample of a training session?

We are looking for samples of the scope of services provided to other organizations. Basically, samples of work you would put in a portfolio to showcase how your organization supported your clients in the areas of diversity, inclusion and equity.