



# DIVERSITY, EQUITY AND INCLUSION CONSULTING SERVICES

City Manger's Office

City Council  
June 22, 2021

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## BACKGROUND

Diversity, Equity, and Inclusion (DEI) have been topics of utmost importance to the City of Riverside.

- On June 30, 2020, the City Council adopted a Resolution titled "Racism is a public health crisis"
- On September 15, 2020, the City Council approved Envision Riverside 2025 Strategic with an emphasis on Equity and Diversity
- On October 2020, the City Council approved a Riverside Anti-Racism Vision
- On December 1, 2020, the City Council directed staff to create a Chief Diversity Officer position and approved the allocation of funds for Diversity Training.

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## REQUEST FOR PROPOSALS

- In December 2020, the City of Riverside issued a Request for Proposal (RFP) soliciting Consulting services for the Diversity, Equity and Inclusion Citywide initiative to address the City Council Cost-Cutting thread of Equity in the community and workplace.
- Six proposals were received and evaluated by a cross-departmental team consisting of staff from the City Manager's Office, Human Resources department, Office of Sustainability and Office of Homeless Solutions. Following a review of all proposals submitted, the top-rated Consultants were interviewed and MGT of America Consulting, LLC (MGT) was selected as the most qualified firm to perform the scope of services outlined in the RFP.



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## CONSULTANT QUALIFICATIONS

### Why MGT of America LLC?

- More than 46 years of experience working with public sector agencies in areas of equity, human capital, evaluation, strategic planning, organization and operations assessments, and disparate treatment.
- MGT has been providing equity, diversity, and inclusiveness related consulting services for many years and has conducted over 220 studies for cities, counties, and other governmental agencies since 1990.



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## CONSULTANT QUALIFICATIONS (Cont.)

### Why MGT of America LLC?

- MGT's diversity, equity, and inclusion consulting services are premised on a multidimensional approach to examining organization operations, systems, policies, and practices that facilitate and/or inhibit diversity, equity, and inclusion.
- In 2016, MGT was selected to conduct a groundbreaking study in Charlottesville following the unrest that put Charlottesville in the national spotlight, providing viable and actionable recommendations.



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## SCOPE OF SERVICES – OVERVIEW

MGT of America LLC. will provide the City with the following services:

### Phase I – Funding secured

- ✓ Conduct an analysis and develop a baseline assessment report for the City organizational practices
- ✓ Conduct an analysis on the creation of a new classification of Chief Diversity Officer

### Phase II – To be implemented upon availability of funding

- ✓ Review existing administrative policies for best practices
- ✓ Develop a framework that may include an organizational statement regarding DEI
- ✓ Develop a Strategic Plan with recommendations for initial strategies and long-term efforts
- ✓ Provide comprehensive training and communication plan



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## SCOPE OF SERVICES – OVERVIEW (Cont.)

MGT of America LLC. will provide the City with the following services:

Phase III – To be implemented upon availability of funding

- ✓ Recommend strategies and develop a roadmap that is aligned with the City's DEI Organization Strategic Plan
- ✓ Develop a comprehensive toolkit that can be used communitywide by partners, and other stakeholders
- ✓ Identify key benchmark metrics that can assist the City in monitoring progress and identify risk areas



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## ALIGNMENT WITH STRATEGIC PLAN

### Equity Cross Cutting Thread

Emphasizes support of racial, ethnic, religious, sexual orientation, identity and other attributes of diversity and its commitment in advancing the fairness of treatment, recognition of rights, and equitable distribution of services in the community.

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### High Performing Government Strategy Goal 5.5

Foster a culture of safety, well-being, resilience, sustainability, diversity, and inclusion across the city organization



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## RECOMMENDATION

That the City Council:

1. Approve a Professional Consultant Services Agreement with MGT of America Consulting, LLC to provide Diversity, Equity, and Inclusion consulting services through June 30, 2023, in an amount not to exceed \$137,623 contingent upon availability of funds in fiscal years 2021-2022 and 2022-2023; and
2. Authorize the City Manager or his designee to execute the Agreement, including amendments and extensions for additional phases as included in the Pricing Exhibit A & B, in addition to making minor and non-substantive changes based on availability of budgeted funds.



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