

Request for Proposals

Equity, Diversity, and Inclusion Expertise

Questions & Responses

Q: The RFP asks for three client references for similar projects within the last 5 years. If the relevant work was completed under the individual name of a team member vs the firm name, will St. David's Foundation (SDF) consider the reference as a valid submittal for the RFP?

A: Yes. SDF will consider a reference from an individual contributor assuming that individual will be working on the team supporting St. David's Foundation.

Q: In the last five years, have annual or biannual anonymous employee surveys been conducted? If so, what is the typical participation rate?

A: Yes. Anonymous employee surveys have been conducted every-other-year in the last five years. We had 100% participation in our 2019 Employee Survey.

Q: Is SDF open to virtual/remote training, coaching, and quarterly status meetings in light of the pandemic?

A: Yes. We are open to remote trainings and meetings with selected consultant/firm.

Q: Do all SDF employees have a dedicated/assigned computer?

A: Yes, all Foundation employee have access to a computer.

Q: Do all SDF employees have an email address?

A: Yes, all Foundation employees have an email address.

Q: What languages, other than English, are used for employee communication within the organization?

A: Spanish is spoken among employees, particularly within our Mobile Dental Program. Currently all communication to employees from organizational leadership is in English.

Q: What are the criteria for membership in the EDI Working Group?

A: We would like to have a representative from each team within the Foundation on the EDI Working Group, and we welcome recommendations regarding the process to select these representatives.

Q: What is the estimated number of weeks the Foundation would plan for the work to start after the vendor is selected?

A: We would like to begin our EDI work as soon as possible, and we understand that the selected firm may have commitments that delay the start of this work. Finding a firm that is the best fit is most important and we can be somewhat flexible on a start date.

Q: How many comprise your Leadership (team of directors, President and CEO)?

A: The Foundation Leadership Team (FLT) members are:

- President & CEO
- EVP and General Counsel
- VP of Community Investments (position currently vacant)
- VP of Evaluation and Strategic Learning
- VP of Investments
- Chief Communications Officer
- Chief Community Affairs Officer
- Chief Dental Officer
- Chief Financial Officer
- Chief Human Resources Officer
- Chief IT and Infrastructure Officer

Q: How many comprise your Board? We counted 17 on your website, is this correct?

A: Yes, our current Board has 17 members.