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September 16, 2020

ADDENDUM #2 to the University of Florida ITN21NH-112 Racial Equality Consultant scheduled to be opened on **September 22, 2020 3:00 PM** at the University of Florida, Elmore Hall Conference Room, Radio Road, Gainesville, Florida.

This addendum shall be considered part of the Contract Documents for the above mentioned **ITN21NH-112** as though it had been issued at the same time and incorporated integrally therewith. Where provisions of the following supplementary data differ from those of the original document, this addendum shall govern and take precedence. All other terms, conditions, and regulations will apply.

This addendum consists of:

- 1. Additional Responses to technical questions and inquires submitted prior to 5:30pm, September 1, 2020.**

Sincerely,

Nicola Heredia, Director
Procurement Services

Please acknowledge receipt of Addendum #2 by signing below, and returning this addendum with your proposal. Failure to include addendum with your proposal may result in rejection.

Signature

Company Name

Email Address

Company Address

City/State/Zip

Q1. What is driving this initiative? Do you currently have something in place?

A1. The mission of UF Lastinger Center for Learning is to create equitable educational systems where every child and educator, regardless of circumstances, experience high quality learning every day to support the achievement of critical milestones in children's trajectory through school that are predictive of success in life.

Although the Lastinger Center has long maintained a commitment to equity and done work in partnership with external organizations around Leading for Equity, recent events were the impetus that brought renewed urgency to recommit to our mission, to get clear on what it means to disrupt inequitable practices, and to be explicit in establishing expectations of Lastinger Associates as we strive towards integrating racial equity into the core of what we do in a way that is coherent with the Center's strategic goals and sustainable.

The Center realized a need to create a formal structure to ensure that we maintain our focus on racial equity long term. As such, we initiated a Racial Equity Steering Committee comprised of 9 Center associates, both to provide interim leadership to the Center now, support the external consultant selected through the ITN process as co-implementers during the consulting engagement, and continue to lead the Center's work in this area beyond the consulting engagement.

Q2. Are you currently working with a consulting firm on this area of need?

A2. UF Lastinger Center are not currently working with a consulting firm in this area of need.

Q3. What is your budget range for the initial 4 phases?

A3. No budget has yet been set for this as UF is open to receiving budget input from potential vendors for various options.

Q4. How many people will be involved at the Lastinger Center during the needs assessment task?

A4. There are approximately 55 associates at the center who would be involved in the process.

Q5. Is it just UF staff or will there be external community participants?

A5. The work will begin with the UF Lastinger Center for Learning Associates.

Q6. Is this a turnkey project? Train the Trainer?

A6. The UF Lastinger Center for Learning is not looking for a Train the Trainer opportunity, but to take a reflective look at our own identity, work, and products through the lens of racial equity.

Q7. Are you seeking Coaching services? Supplier Diversity? As well as the organization Racial Equality?

A7. We are open to receiving proposals for a variety of different services. Please include your recommendations in your proposal.

Q8. What is the staff hierarchy that you are targeting for the initiative and the tenure?

A8. It is hoped that the entire center will be involved in the process. There are team members who have been at the center a couple of months and other associates who have been at the center since it opened 18 years ago.

Q9. When do you intend for this project to kick off?

A9. The anticipated start date for this project is the end of October 2020.

Q10. Has this type of initiative been attempted before? if so, what was the outcome?

A10. The center has previously worked with other firms to help us have an equity lens in the work we do in more of a Train the Trainer process. We have always attempted to embed issues of equity and excellence in our learning opportunities. In partnership with other organizations, we have facilitated institutes and workshops focused on equity in the past.