



Legislation Details (With Text)

**File #:** 19-1466      **Version:** 1      **Name:** 8/19/19 - Resolution for SDS Global DEI Plan  
**Type:** Resolution      **Status:** Passed  
**File created:** 8/19/2019      **In control:** City Council  
**On agenda:** 9/3/2019      **Final action:** 9/3/2019  
**Enactment date:** 9/3/2019      **Enactment #:** R-19-412

**Title:** Resolution to Approve a Professional Services Agreement with SDS Global Enterprises, Inc. for Diversity, Equity, and Inclusion Plan Services (\$161,000.00)

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. RFP #18-34 DEI Plan Consultant Evaluation Process-.pdf, 2. SDS Fee Proposal to City of Ann Arbor Diversity Equity and Inclusion Plan RFP Revised Jun 2019.pdf, 3. SDS Agreement EXT.pdf

Date	Ver.	Action By	Action	Result
9/3/2019	1	City Council	Approved	Pass
8/19/2019	1	City Council		
8/19/2019	1	City Council	Postponed	Pass

Resolution to Approve a Professional Services Agreement with SDS Global Enterprises, Inc. for Diversity, Equity, and Inclusion Plan Services (\$161,000.00)

The resolution before you requests approval of a contract with SDS Global Enterprises, Inc. for Diversity, Equity, and Inclusion (DEI) plan services. The City’s DEI plan is intended to provide guidance to improve the city’s recruitment and retention of a more diverse workforce, to ensure that our hiring practices and administrative policies reflect a commitment to equity, and to recommend policies that promote an inclusive workplace where all feel welcome. The DEI plan will also provide guidance to ensure that the City facilities are inclusive and services provided to the citizens are inclusive and equitable.

Budget/Fiscal Impact: \$64,000.00 for the first year of this project is budgeted and available in the FY20 General Fund Non-Departmental Citywide Training Budget and HR Budget; the remaining \$97,000 is planned to be budgeted in the FY21 General Fund Non-Departmental Citywide Training Budget.

A Request for Proposal (RFP #18-34) was issued in September 2018. Seven responses were received from the following companies:

- Amy Cell, LLC
- Global Bridgebuilders
- JER HR Group
- Franklin Covey
- MGT Consulting Group
- SDS Global Enterprises, Inc.

- Total Employee Sourcing, LLC

The RFP review committee determined that SDS Global Enterprises, Inc. was most qualified to assist in development of the City's Diversity, Equity, and Inclusion plan. The proposed agreement includes the fee structure for services, which total \$64,000 for FY2020, and \$97,000.00 for FY2021, over the two-year agreement.

SDS Global Enterprises, Inc. complies with the requirements of the City's non-discrimination and living wage ordinances.

Prepared By: Sharie Sell, HR Service Partner/Diversity, Equity, and Inclusion Officer

Reviewed By: John Fournier, Assistant City Administrator/Interim HR Director

Approved By: Howard S. Lazarus, City Administrator

Whereas, On July 16, 2018, City Council passed a resolution (#18-1174) supporting the One Community Initiative and ongoing Equity Work at the City of Ann Arbor;

Whereas, The City issued RFP #18-34 to identify contractors to develop and implement an Equity and Inclusion Plan;

Whereas, The City received seven responses to RFP #18-34;

Whereas, SDS Global Enterprises, Inc. was deemed to be the most qualified to assist in development of the City's Diversity, Equity, and Inclusion plan;

Whereas, Staff recommends Council approve the attached two-year Professional Services Agreement with SDS Global Enterprises, Inc. for Diversity, Equity, and Inclusion Plan Services ("Agreement");

Whereas, Funding is available for the Agreement in the FY20 General Fund Non-Departmental Citywide Training Budget and HR Budget (\$64,000.00) and is planned to be budgeted in FY21 General Fund Non-Departmental Citywide Training Budget (\$97,000.00); and

Whereas, SDS Global Enterprises, Inc. complies with the requirements of the City's Non-Discrimination and Living Wage Ordinances;

RESOLVED, That City Council approve the attached Professional Services Agreement with SDS Global Enterprises, Inc. in the amount of \$161,000.00 (\$64,000.00 for FY2020, and \$97,000.00 for FY2021, over the two-year agreement);

RESOLVED, That the Mayor and City Clerk be authorized and directed to execute the agreement after approval as to substance by the City Administrator and approval as to form by the City Attorney;

RESOLVED, That the City Council approve a ten percent (10%) contingency to be expendable from the HR Budget to the extent available, subject to City Administrator approval; and

RESOLVED, That the City Administrator be authorized to take all necessary actions to implement this Resolution including authorizing any amendments or renewals that do not exceed the amounts authorized herein or that are otherwise budgeted in future years.