**UNIVERSITY OF ARKANSAS**

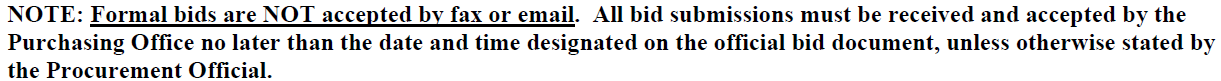
**RFP #060222**

**Q&A Addendum #2**

1. Are you willing to accept an electronic signature in lieu of a wet ink signature on all forms?

Electronic signature is acceptable.

1. Are you willing to accept an electronic submission in lieu of the hard copies? If not, will the UofA accept responses on a USB shipped to your location (no hard copy provided)?

No. Refer to cover page of Terms & Conditions document: 

Also refer to Page 5 of the Terms & Conditions document:



1. What are the current pain points of the IDEALS Institute around DEI?

The IDEALS Institute does not have pain points around DEI for the purposes of this project. Our pain points for this project relate to the *evaluation* of DEI training. Specifically, how do we measure changes in attitudes, perspectives, and behaviors? How do we measure *transformational* impact? Participants may experience emotional reactions to the information they gain, but do their behaviors and decision-making processes change as a result of our efforts?

We are also seeking better tools to evaluate our effectiveness long-term on this and future projects. We need assistance with creating a basket of tools that can help better assess effectiveness and client learning and what clients do as a result of their learning. How do we measure differences in their actions after the program? If behaviors have not changed, how do we know? We need to measure whether we are providing *transformational* DEI services. If not, we need to know, and if so, how do we measure and show evidence of our impact?

1. Has IDEALS done any previous engagement or pulse surveys that have surfaced any tensions?

We have not attempted to evaluate transformational impact of our services (changes in attitudes, behaviors, and perspectives) on the scale we are for this project.