**UNIVERSITY OF ARKANSAS**

**RFP #060222**

**Q&A Addendum #3**

1. Does the University or the IDEALS Institute have any desired goals for the TRU cohorts as they embark upon these trainings and capacity-building efforts?

The ultimate goal of TRU Powered by IDEALS is to help create a more inclusive and equitable Northwest Arkansas in which diversity is expected, respected and supported, and residents - particularly​ those historically marginalized - feel a sense of belonging. The

IDEALS Institute’s goals for the TRU participants is that they build their diversity, equity, and inclusion (DEI) and non-profit capacities. Our desire is to better equip them to effectively serve the communities they work with.

* 1. How does the University want these incorporated into the clear program outcome metrics?

We need assistance measuring *transformational* change as a result of our efforts with participants. How do their attitudes, perspectives, behaviors, and decision-making processes change because of their participation in the program?

1. How much interaction will be allowed or encouraged with the 100 nonprofit partners?

Little-to no interaction will be encouraged with the participants. The consultant will work directly with the IDEALS team to develop evaluation tools, analyze data, and inform and develop future evaluation processes.

* 1. Is the University going to act as an intermediary between the consultant and the TRU cohort participants, or is their participation as primary data providers going to be granted?

Yes, the IDEALS team will act as an intermediary between the consultant and the TRU participants.

1. Does the University or IDEALS Institute have any internal controls in place to be aware of in terms of evaluating interventions across unique populations?

No

1. What are “the intended skills” that the IDEALS Institute is seeking to impart upon participants?

We hope to see that TRU participants build and expand upon their understanding of DEI principles and incorporate this knowledge into their strategic plans and operational structures. We also hope that they will build their operational capacities as non-profit organizations, better equipped to exist and sustain themselves long-term through effective leadership and fundraising.

1. What does the future of the IDEALS Institute or the TRU cohorts look like past spring 2024?

We hope that the IDEALS Institute will be equipped with an evaluation toolbox which it can use to measure the effectiveness of its work with clients beyond the TRU initiative. We need assistance measuring client learning as well as what clients do as a result of their learning – how to measure differences in actions and behaviors. 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?

We hope that the TRU participants incorporate what they learn through the TRU program into their strategic plans, leadership structure, and operational structures and that those actions lead to greater organizational effectiveness and enhance their ability to serve their communities. We hope that these changes are incorporated long-term and that they enhance organizational sustainability.

* 1. How will this evaluation impact later iterations, and what do those later iterations (or “future work”) look like?

The IDEALS Institute needs to know whether its efforts have a *transformational* impact – whether participants attitudes, perspectives, and behaviors change as a result of their participation. We need to know if the knowledge participants gain is solely informational or if it informs practice. If we are not achieving this, we need to know and evaluate what in our training strategy needs to change to accomplish these outcomes. We need to know this for the TRU program as well as our training project with other businesses and organizations in the community in future years.

1. What are some of the activities or content that are being planned for TRU cohort participants?

* At each cohort meeting, participants spend time discussing challenges, successes, and goals within their organizations as well as with participants from other organizations.
* Identify DEI capacity building goals and develop strategic plans
* Assess intercultural competence and build programming around results
* Professional development on DEI concepts
* Consultation within cohorts and with individual organizations
* Non-profit capacity building, including fundraising and budgeting, leadership development, and programming and organizational culture development

1. What is the overall budget for this engagement?

We cannot provide the budget for the RFP process.

1. With the data collected after year 1 and after the analysis/evaluations which may lead to recommendations, how involved would the consultant be with creating the year two experience?

If the consultant has an understanding of best practices in building DEI and non-profit capacity, they may be called upon to provide guidance based on the data collected after year 1. If the consultant does not have this knowledge, they will not be called upon to provide guidance for the year 2 experience. At minimum, the consultant will aid with data collection, analysis, and reporting for the cohort experience.