**UNIVERSITY OF ARKANSAS**

**RFP #060222**

**Q&A Addendum #4**

* Do you already a have a theory a change or any specific frameworks you have built your cohort learning experience on for this initiative? If so, could you share it with us.

**Our framework is the IDEALS Institute’s P3 model for transformational change:**

**PEOPLE.** **PROCESSES.** **POWER.** Real solutions require real conversations and real action—not checked-boxes. That is why we take a systems-approach to mapping our client's Diversity, Equity and Inclusion (DEI) path to ensure top-down commitment, bottom-up buy-in, and across the board learning and support.  We believe transformation requires engagement, analysis, and action on all these levels: People, Processes, and Power (**P3**). We, therefore, work with system leaders/employers and diversity champions representing organizations of all sizes, sectors, and industries—including for-profit corporations, nonprofits, educational institutions, as well as local governments and public agencies—to increase awareness/knowledge and to develop skills/tools to build DEI capacity and be effective in changing environments.

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| **IDEALS FOCUS AREAS** | **P3 FRAMEWORK** |
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| **EDUCATION AND PROFESSIONAL DEVELOPMENT** | **PEOPLE** |
| We offer innovative and evidence-informed education, assessment and facilitation designed to meet you where you are and take you where you want to go. | Engaging all sectors of operations as they analyze, learn, define, and re-imagine an inclusive environment that will enhance effectiveness and support the organization’s mission. |
| **RESEARCH AND OUTREACH** | **PROCESSES** |
| We support research and data collection that measures the impact of policies and practices on communities and populations working toward equity. We also use the latest research in crafting your professional development and consultation experiences. | Organizational policies, practices and processes are measured against espoused DEI values and realigned, when necessary.  Ongoing sustainable practices are embedded into organizational operations and routinely measured and tracked. |
| **STRATEGIC LEADERSHIP AND SUPPORTS** | **POWER** |
| We equip leaders with the resources and skills they need to enact positive change in their respective fields and communities. | Leadership is accountable and engaged in the process and understands the influence of internal and external factors on their work. Leadership is equipped to employ equitable decision-making strategies that enhance and support DEI values. |

* Are the cohort sessions done in a virtual setting? Would prefer any connection points in-person throughout this partnership?

Cohort sessions are in-person. Our work with the consultant may be virtual, in-person, or both.

* Is this hope that what is created in this project is sustained with University of Arkansas staff beyond this scope?

Yes, through this engagement, the IDEALS Institute hopes to be equipped with a basket of tools to evaluate our effectiveness and client learning long-term through this and future projects. We hope to glean what our clients do as a result of their experience with us. How do we measure differences in clients’ 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?

* Vendor has been certified by the US Women’s Chamber of Commerce as a Certified Women-Owned Small Business. Would this designation qualify for the Women-Owned business or should we pursue a certification from the State of Arkansas?

To be recognized as a MWOB by the State of Arkansas and the UA when doing business, certification from the State of Arkansas is required.