



Department of Transportation

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DRAFT Request for Proposals (V3)

Racial Equity, Bias, and Inclusion Training

Background - General

The City of Madison has two committees that address transportation involving all modes, walking, biking, transit, and motor vehicle. The Transportation Policy and Planning Board (TPPB) develops plans and policies that guide the City's transportation efforts. The Transportation Commission (TC) is the implementation body and reviews individual projects and efforts for consistency with the City's policies and plans.

Part of the City's values, and a key component of the Comprehensive Plan is to have equity as a guiding lens in decision-making and the allocation of resources.

As with other City Committees and Boards, obtaining the voice of all Madison residents is a challenge for the TPPB and TC. Historically under represented neighborhoods, low income, and communities of color often do not have the same access, agency, or bandwidth to engage in City government. Recruitment of commission and board members that represent these groups is often challenging. These issues are pervasive and serve as background for this RFP.

There can be unintentional bias and listening challenges within the TPPB and TC as transportation issues are considered and deliberated. These can include:

- Black, Indigenous and other people of color, individuals living with lower incomes, people with disabilities, people who are LGBTQ, or representatives from other marginalized groups on committees frequently are a minority within the group when they are testifying or are serving on the committee. Consequently, their testimony or committee voices can be overshadowed or they may feel their comments are perceived as inconsequential.
- Without members of color or other marginalized groups represented, the committee and the board nonetheless seeks to deliberate with an equity lens. In doing so, however, a Eurocentric approach to transportation can occur not recognizing that the life experiences of marginalized communities may cause them to have different transportation priorities.
- When testimony is given by communities of color or other marginalized groups, it sometimes is challenging for committee and board members to hear and incorporate input given into the decision making discussion. Testimony given by these groups may not enter into subsequent deliberations.

Addressing this set of issues is the focus of this RFP

Scope

The City of Madison is requesting proposals for committee training on recognizing and overcoming bias in the committee deliberation process. It is anticipated that the training will incorporate five 1 to 1.5 hour sessions hosted by the Transportation Commission with members of the TPPB attending by invitation. Focus areas could include:

- Structural and Individual Racism.
- Implicit bias
- White supremacy culture, paternalism, and other mindsets that hinder inclusive policy making.
- Power and inclusive processes
- Racially equitable and inclusive public participation

Consultant Capabilities

The consultant skills and experience should allow them to:

- Observe and identify how white supremacy culture, bias, and other cultural factors affect TPPB and TC deliberation and decision making.
- Develop curriculum and meeting content that:
 - Educates TC and TPPB members on above listed focus areas as well as other identified factors affecting deliberation and decision making.
 - Provides a framework for addressing focus areas and other factors in the committee and board context.
- Lead and facilitate workshop discussions with committee and board members.
- Conduct a post-training evaluation.

Proposals and Approximate Timeline

Note that the City of Madison supports physical distancing during the current public health crisis and all committee and board meetings are currently being held on-line. It is possible and likely that some or all of the workshops would be held virtually. The following is the proposed approximate timeline:

- May 14, 2021 5:00 pm Submission of proposals.
- Proposals should include:
 - Experience and qualifications
 - Discussion of approach
 - Timeline
 - Cost proposal.
- Week of May 17, 2020 internal staff discussion with DCR Recommendation
- May 26, 2021 – Discussion of Recommendation with TC.
- June, 2021 – Initiate Contract
- The Department of Transportation would prefer workshops begin in August or September of 2021, with all training completed within 6-months of initiation.