



Department of Transportation

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Re: Bias Training - Request for Proposal

Date: August 24, 2021

- Nineteen proposals were received from firms throughout the nation. Most respondents proposed a virtual meeting format, some with prepackaged materials.
- Most respondents did not fully address the specific type of bias training requested.
 - Many proposals were focused on employee-based bias training, eg combating bias in the workplace rather than bias in the policy making context, specifically around committee interactions and decisions.
- The nineteen proposals were reviewed by members of the TE Equity Team using a scoring matrix and discussed with a member from DCR.
- Urban Triage was the highest scoring respondent. Favorable aspects of their proposal include:
 - Specifically mentioning parts of Madison's Transportation mission.
 - Knowledge of the community and BCC process
 - Local vendor preference
 - Positive feedback from references.
- Staff will pursue negotiations with respondent to:
 - Discuss ability to modify time format.
 - Discuss ability to tailor content

Funding will be allocated from the training budgets from the three Transportation divisions.