

STAFF REPORT

Date: May 10, 2023

To: Mayor and City Council

Thru: Doug Thornley, City Manager

Subject: Staff Report (For Possible Action): Award of Contract to MGT of America Consulting, LLC for consulting services and development of a comprehensive City of Reno Equity Plan in an amount not to exceed \$142,276. (General Fund)

From: Cynthia Esparza, Chief Equity and Community Relations Officer

Department: City Manager's Office

Summary:

This contract with MGT of America Consulting, LLC is for consulting services and the development of a comprehensive City of Reno Equity Plan. Staff opened a public request for proposal process for professional services and received 12 proposals. After committee evaluation and interviews, MGT of America Consulting, LLC was selected based on organizational needs and expertise. Staff recommends Council award the contract to MGT of America Consulting, LLC in an amount not to exceed \$142,276.

Alignment with Strategic Plan: Governance and Organizational Effectiveness

Previous Council Action:

There is no recent Council action relevant to this item.

Background:

The previous employee-developed Diversity Plan was adopted in 2018. In August 2022, the City of Reno established the Chief Equity and Community Relations Officer position to lead organizational equity initiatives, including the creation and implementation of an Equity Plan.

Discussion:

Organizational and community capacity around diversity, equity, and inclusion (DEI) is an organizational priority. Significant strides in building an equitable organization to better serve our community and support staff have been made, and the creation of a comprehensive Equity Plan is the next step.

In an effort to garner multiple qualified professional service contracts, staff conducted a request for proposals process. A total of 12 proposals were submitted. A staff committee was assembled and tasked with evaluating and ranking the proposals. After careful review, the top three proposals were invited for a committee interview and MGT of America Consulting, LLC was selected. MGT is a well-established organization with over 48 years of management consulting services experience and has conducted over 350 DEI studies for governmental agencies.

An equity plan will help develop the City of Reno into a stronger equity-focused organization with a culture of inclusion that drives decision-making, encourages a welcoming and supportive working environment, and provides accessible services and engagement opportunities for the community. While the overarching goal the plan aligns with is Governance and Organizational Effectiveness, this plan will help incorporate an equity lens into the strategic plan's identified goals. The plan will be thorough, intentional, and ensure stakeholders are included in the development process. This will be accomplished through an organizational assessment including data and policy analysis, employee engagement, community outreach, and determining findings and recommendations to result in an equity plan and clear strategies to lead the organization into the future.

Financial Implications:

This contract will be funded through General Fund contingency.

Legal Implications:

The parties are bound by the terms of the agreement as prepared by the Office of the City Attorney.

Recommendation:

Staff recommends Council award the contract to MGT of America Consulting, LLC in an amount not to exceed \$142,267 and authorize the Mayor to sign the contract.

Proposed Motion:

I move to approve staff recommendation.

Attachments:

MGT of America Consulting, LLC Comprehensive Equity Plan Consultant Proposal.