

**COUNTY OF SACRAMENTO
CALIFORNIA**

For the Agenda of:
April 12, 2022

To: Board of Supervisors

Through: Ann Edwards, County Executive

From: Natasha Drane, Governmental Relations and Legislative Officer

Subject: Approve Agreement With MGT of America Consulting In The Amount Of \$190,267 To Provide Professional Diversity, Equity and Inclusion Practices Services For A Term Beginning April 12, 2022 And Ending April 12, 2023

District(s): All

RECOMMENDED ACTION

1. Approve the attached contract with MGT Consulting of America, LLC (Attachment 1).
2. Adopt the attached resolution authorizing the County Executive or designee to execute a one-year contract with the option to extend the contract for three additional one-year terms, if necessary, in an amount not to exceed \$190,267.
3. Authorize the County Executive or designee to make further amendments to the contract for non-monetary changes, monetary decreases, to assign or terminate the contract, to extend the term as needed, and to monetarily increase the total contract amount by up to 10 percent of the total value of the contract so long as existing budget appropriations are not exceeded.

BACKGROUND

On November 17, 2020, the Board of Supervisors approved a Resolution declaring racism a public health crisis in Sacramento County. The resolution commits the County to, among other things, work to shape an inclusive, well-informed governmental organization; actively work to nurture and enhance diversity and inclusiveness; review all policies, procedures, practices and protocols to ensure racial equity is a core value of Sacramento County; work to eliminate factors that facilitate and/or harbor racial discrimination; promote and cultivate early and ongoing community involvement; promote racial equity to address social determinants of health; identify and implement solutions to eliminate institutional, structural and systemic racial inequities in all community services provided by the County; and create a racial equity

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policy cabinet to guide and provide accountability.

To assist with this work, the County Executive directed staff to issue a Request For Proposals (RFP) from qualified firms that offer professional Diversity, Equity and Inclusion (DEI) services (Attachment 2).

An RFP was issued on November 8, 2021. Submissions were due on December 17, 2021. The RFP was sent directly by email to firms that staff knew provided these services and 102 firms accessed the RFP through the County’s online procurement portal. Eleven firms responded timely to the RFP.

A panel of six individuals from the Office of the County Executive, Personnel Services, Public Defender, Health Services’ Division of Public Health, and Technology reviewed and scored the proposals. Panelists used a scoring sheet that reflected the criteria for evaluating each firm (Attachment 3). Following initial scoring, the five highest scoring firms, including Accenture, BEK Impact, MGT Consulting, MIG, and UPD Consulting were interviewed February 21 – 25. Following the interviews, panelists finalized their scores for each of these firms. MGT of America Consulting, LLC (MGT) received the highest score and was offered and accepted the option to enter contract negotiations.

	Panel Member #1	Panel Member #2	Panel Member #3	Panel Member #4	Panel Member #5	Panel Member #6	Team Totals
Accenture	91	93	86	80	87	95	532
BEK Impact	93	95	88	72	81	90	519
Cordoba Corp	79	85	73	56	63	80	436
CPS HR	77	61	73	52	19	55	337
Culture Creative	87	73	60	52	59	45	456
Freeman, Craft, McGregor Group	83	79	69	59	62	80	432
Gallagher	83	92	73	53	66	85	452
MGT Consulting	98	99	94	93	93	100	577
MIG	96	98	93	81	91	96	555
Phase Consulting	15	0	55	55	0	55	180
UPD Consulting	90	96	89	85	89	97	546

MGT is a well-qualified firm to provide the extensive scope of services (Attachment 4) required by the County. Generally, the scope includes:

- A countywide organizational assessment to understand the County's DEI baseline, which will require extensive review and analysis of county policies and practices, organizational culture, and available data.
- Community engagement to seek input and feedback on the creation of an equity cabinet and to seek the community's input into the organizational assessment, and DEI plan.
- Assist a to-be-established equity cabinet with the development of a DEI plan, focusing first on racial equity.
- Assist the cabinet with developing a process to annually review the plan, report on implementation progress and evaluate whether to make adjustments.

For more than 46 years, the firm has worked with governmental agencies, including counties, in the areas of equity, human capital, evaluation, strategic planning, organizational and operations assessments, among other areas. MGT is thoroughly familiar with issues related to diversity, equity and inclusion faced by local and state municipalities as well as small and large organizations in today's environment. The firm has assisted clients in conducting organization-wide DEI assessments and implementing strategies for organizational and culture transformation.

Upon approval by the Board of Supervisors, the contract will immediately commence with a project kick-off meeting with a County project team. The contract term begins April 12, 2022, through April 12, 2023. The agreement includes an option for three additional one-year terms, should the county continue to need the services of MGT.

Legal Analysis

County Counsel has reviewed and approved this contract.

FINANCIAL ANALYSIS

The total agreement of \$190,267 for consulting services is included in the Fiscal Year (FY) 21-22 Adopted Budget, and will be included in the Fiscal Year 2022-23 Requested Budget. No additional Net County Cost or Appropriations Adjustment Request (AAR) is required at this time.

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Attachment(s):

RES - MGT Consulting

ATT 1 - Draft MGT Contract

ATT 2 - DEI RFP

ATT 3 - Scoring Sheet Template

ATT 4 - MGT Scope of Work