

ASDIC/ACT Proposal: The City of Marshall, MN

January 16, 2024

The City of Marshall's Diversity, Equity & Inclusion (DEI) Commission seeks an organization to assist them with strategic planning to aid in giving direction to goals and outcomes of the commission.

The City of Marshall is dedicated to building a welcoming, inclusive, and racially equitable community. The DEI Commission has a mission to create and sustain an ongoing dialogue, through which they explore inequities, share information so a change agent for race equity within their community. They are dedicated to learning, creating innovative ideas, and adapting to the ever-changing environment. The DEI Commission is taking purposeful action to advance this commitment through the guiding principles of equity, equality, inclusion, collaboration and transparency.

Antiracism Community of Transformation, formerly known as ASDIC Metamorphosis and founding Member of FREC (Facilitating Racial Equity Collaborative), is pleased to respond to an invitation to submit a proposal to examine the City of Marshall's Strategic Plan documents to ascertain if these in language, intent, impact and outcome agree with and support the city to build community in its diversity, equity, and inclusion efforts toward racial and social justice. ASDIC/ACT would then review the DEI commission's strategic plan, suggest goals and schedule follow up training for moving forward. ASDIC/ACT expects the DEI commission to provide in-kind support for a dialogue workshop identified below.

Deliverables:

Strategic Plan (City of Marshall) - \$3,500

- Read, evaluate, critique, and provide written comments on the strategic plan of the City of Marshall through a DEAI lens.
- Review and craft additional survey questions.
- Give PPT presentation and written report on DEAI findings of strategic planning documents and offer recommendations.
- Intercultural Development Inventory (IDI) for all 110 employees. Report-back to employees. *Additional IDI cost that is not included in the cost of review (\$21 x110 employees).*

Diversity, Equity & Inclusion (DEI) Commission - \$5,000

- Review the strategic plan and current activities including mission, goals and outcomes of the DEI Commission.
- Develop a strategic plan and next steps in terms of goals and timeline for the Commission's vision and work.
- Meet with the commission to strategize and review goals.

Community Dialogue Collaborative - *Organizational Sponsorships Requested*

A collaborative of DEI Commission stakeholders sponsoring a ASDIC/ACT community dialogue of 10 sessions

- Provide support and sponsorship for community wide training - ASDIC/ACT Dialogue Circle.
 - Identify sponsors to support the registration costs of participants, assist with outreach to targeted segments of the community, collaborate in the development of a grant that could provide additional funding.

Timeline: Contract would begin in March and be completed by December of 2024.

Preferred Payment: $\frac{1}{3}$ due at signing the contract and $\frac{2}{3}$ as mutually determined.