

RESOLUTION 23-045

March 14, 2023

RESOLUTION TO AUTHORIZE THE HEALTH COMMISSIONER TO ENTER INTO A CONTRACT BETWEEN RAISING THE BAR PERFORMANCE GROUP (HEREAFTER REFERRED TO AS "CONTRACTOR") AND THE FRANKLIN COUNTY BOARD OF HEALTH (HEREAFTER REFERRED TO AS "BOARD") TO EXECUTE AN ORGANIZATIONAL CULTURAL CLIMATE ASSESSMENT FOR FRANKLIN COUNTY PUBLIC HEALTH (HEREAFTER REFERRED TO AS "FCPH") FOR AN EXPENSE NOT TO EXCEED \$35,000 WITH A CONTRACT END DATE OF DECEMBER 31, 2023.

WHEREAS, the contractor will administer a cultural climate assessment for FCPH employees to identify and assess current organizational diversity, equity, and inclusion (DEI) needs;

WHEREAS, the contractor works with clients to develop, design, and implement policies, practices, and strategies that result in inclusive and equitable workplaces and communities;

WHEREAS, the contractor has expertise in equity and inclusion and has successfully assembled award-winning curriculums working with over 50 non-profits, schools, universities, businesses and government to implement well-researched and documented methods to improve workforce performance, build awareness and promote individual and systematic change through practical approaches;

WHEREAS, the contractor will complete a cultural climate assessment by using a set of custom tools and processes to conduct a cultural climate audit to assess, analyze and recommend effective and inclusive actions for your organization; and

WHEREAS, data and information collected, analyzed and communicated from the cultural climate assessment and resulting recommendations will help inform ongoing organizational equity focused efforts as supported by the FCPH one goal of "Equity" as the foundation for conducting the daily work of the agency and as its North Star; and assist in the continued execution of the FCPH Declaration of Racism is a Public Health Crisis.

Now, therefore, upon motion of Board Member _____, second by Board Member _____;

BE IT RESOLVED BY THE FRANKLIN COUNTY BOARD OF HEALTH, BOARD MEMBERS;

1. That the Health Commissioner is authorized to enter into contract with Raising the Bar Performance Group for the purpose and support of completing a cultural climate assessment and providing recommendations to inform the FCPH DEI goals, strategies, programming, and policies.
2. That this resolution shall be in full force and effect immediately upon its adoption.

Voting Aye Thereon:

Board Members
Franklin County Board of Health

Voting Nay Thereon:

Board Members
Franklin County Board of Health

SERVICES	DELIVERABLES	TIME
CULTURAL ASSESSMENT	<p>Over 50 questions in the areas of demographics, cultural competence, structural accountability, and culture of inclusivity.</p> <p>Helps leadership assess cultural climate regarding diversity and inclusion.</p> <p>Results delivered in a report conveying organizational readiness as relates to D&I, as well as highlighting specific areas to inform training, education, and resource needs.</p>	June/July 2023
STRATEGIC ADVISING AND FACILITATION	<p>Provide guidance and serve as a resource for the leadership team and DEI partners by designing two (2) 90-minute planning sessions to:</p> <ul style="list-style-type: none"> • Advise team in developing organization- specific DEI strategic actions. 	TBD
	<ul style="list-style-type: none"> • Assist with the goal setting for the organization by identifying and developing strategies and recommendations. <p><i>*Will work with the FCPH team to develop and design the planning sessions.</i></p>	

APPENDIX A

SCOPE OF WORK