

STRATEGIC PLANNING RFP QUESTIONS & RESPONSE

1. Thank you for providing your expectations for the number of consultant days within the RFP. As we prepare our quotes by the hour, can you confirm if one day consists of seven or eight hours of Consultant time?

FST operates using a seven-hour workday.

2. For the interviews and focus groups that form the in-house and external consultations, can you confirm if your expectations are for this to be completed virtually or in-person?

We would anticipate a varied consultation format with mix of virtual and in-person opportunities.

3. For the two days of facilitation, can you confirm if your expectations are for this to be completed virtually or in-person?

We anticipate these would be in-person events.

4. Can you provide any insight on any in-house expertise that your team brings in the area of de-colonizing practices/confronting white supremacy thinking? Is this a new direction for your agency or have you already begun work in-house in these areas?

FST has provided initial training to all staff and board members to establish a consistent conceptual framework to build from. While some staff have greater fluency in decolonizing practice/confronting white supremacy, we are very much at the beginning of this journey and require a framework and guidance to build the scaffolding for it to hold across the organization, at all levels and in all areas.

5. Are you looking for the strategic plan to include key performance indicators?

No. However, the strategic plan should provide some guidance in how to revise existing performance dashboards to better align with strategic direction.

6. To support us with our quoting and to ensure that the scope of engagement aligns with your budget, are you able to disclose your budget?

The last Strategic Plan contract was less than \$30,000. We anticipate spending between \$30,000 and \$50,000 on this contract.

7. **We will not meet with individual potential bidders during this process** but will continue to respond to specific questions as best we can.