

Request for Proposal for
RACE, EQUITY AND INCLUSION CONSULTANT

FOR THE: Milwaukee Public Library
814 West Wisconsin Avenue
Milwaukee, Wisconsin 53233

1. What is the total number of staff and board members at MPL?
[Approximately 350 when fully staffed and 12 board members.](#)
 - a. Do you envision engaging all staff and board in the initial assessment (survey, focus groups, interviews) phase?
[All staff and the Board should be engaged in the initial assessment.](#)
 - b. Specifically, are you intending to engage all staff and board members in the survey?
[Yes, the assessment phase and action plan will include all.](#)
2. Will you engage the MPL Foundation and/or Friends of MPL in the process? Specifically, do you imagine engaging them in the assessment (survey, focus groups, interviews)?
[Yes, all MPL Foundation staff and Friends of MPL should be engaged in the initial assessment.](#)
3. Do you imagine engaging external stakeholders in the first phase assessment (survey, focus groups, interviews)? By external stakeholders, I mean partners, volunteers, etc. Those who can lend perspective as to where you are currently on your REI journey or will be impacted by the strategies developed through this process.
[Yes, all external stakeholders should be engaged in the initial assessment. The method of engagement may vary across the stakeholder groups.](#)
 - a. How many external stakeholders do you intend to engage in this process?
[Approximately two or three dozen external stakeholders should be engaged in the initial assessment.](#)
4. Can you share a bit more information about what the final approval process for the plan will look like? I assume board approval will be necessary but are you able to share some details so we can better think through and articulate what that will require for the consultant?
[We will need to have the plan reviewed and approved by the Board as well as shared with the City's REI management team. We expect the approval process to include a presentation to the full Board and a report to bring forward to the other City stakeholders.](#)