

## Responses to Questions

DEIA RFP

April 29, 2024

Question 1. What are some recent examples of the equity work that Cloudburst has been engaged in?

*Response to Question 1:*

*Cloudburst conducts equity work internally and with our clients.*

*With our federal, state, and local clients, Cloudburst has advised communities and governments on approaches to dismantle systemic barriers to access systems of care, inform the development of strategic community investment strategies, and advised on the equitable formation of governing bodies inclusive of persons with lived experience, to name a few.*

*Internally, Cloudburst has invested in equity planning through commitment of organizational resources that has engaged all staff in training, facilitated conversations, updates to policies and procedures, etc. as described further in Section I of the RFP.*

Question 2. What processes have been used to assess progress towards building a more equitable, diverse, and inclusive organization for employees at this stage?

*Response to Question 2: Cloudburst has continuously focused on advancing equitable solutions into our Company policies, procedures, and culture. These are informed by industry leading practices and the experience of our staff. For more information, reference section I of the RFP.*

Question 3. What principal insights have been revealed from these assessments?

*Response to Question 3: Cloudburst has this information and it will be shared with the awardee.*

Question 4. If you have not done an assessment, what leads Cloudburst to seek external consultation services at this particular time?

*Response to Question 4: Cloudburst completed an equity assessment with an external partner in 2020 and has continuously updated its goals and activities informed by this initial assessment. Additional information will be shared with the awardee.*

Question 5. What are Cloudburst's current DEIA strategic goals and targets for the next 12 to 18 months?

*Response to Question 5: Cloudburst has goals and targets and we look forward to working with the selected awardee to review and revise these for the future.*

Question 6. What strengths does Cloudburst have to address these goals?

*Response to Question 6: With executive leadership support, Cloudburst has commitments of resources; staff time, interest, and buy-in; and desires to engage an external partner that can advise on industry leading practices, facilitate staff conversations, and provide training.*

Question 7. What challenges does Cloudburst anticipate arising in addressing these goals?

*Response to Question 7: Cloudburst's self assessment of challenges has resulted and influenced the requirements outlined in the RFP.*

Question 8. What would be the priority support that Cloudburst is seeking?

*Response to Question 8: See Section I of the RFP where we outline our identified priorities.*

Question 9. Can you please share Cloudburst's current DEIA strategic goals?

*Response to Question 9: See Question 5.*

Question 10. For the Cost Proposal, can you please explain what you mean by "fully burdened rates" for personnel or labor? Is this the same as a fee schedule? Our organization's activities, such as facilitating training, providing resources, serving as a policy reviewer, etc., have different costs, and I want to ensure we're providing informed pricing.

*Response to Question 10: This means providing rates for individual staff that include indirect costs and fee.*

Question 11. Also, for the Cost Proposal, the request is to submit rates for three years. Are there any assumptions we should use for a 3-year projection? For example, do you have specific goals or milestones for each year that require support, or is this outlined in your DEIA strategic goals?

*Response to Question 11: Please provide 3 years of rates for the personnel proposed at time of response. The selected awardee will have an opportunity to validate positions/rates year by year.*

Question 12. Does The Cloudburst Group have an estimate for the number of hours each month that is anticipated will be needed to complete this work? Based on the RFP, we anticipate a need for 40-45 hours per month to achieve the goals outlined, which doesn't match the desired budget. Can you elaborate on what you think this will look like on both a weekly and monthly basis.

*Response to Question 12: We have no current estimate of level of effort over time.*

Question 13. Time & Materials and Indefinite Delivery Indefinite Quantity contract types are outside of our norm, what is the anticipated execution of this structure?

*Response to Question 13: Cloudburst often uses Indefinite Delivery Indefinite Quantity (IDIQ) contracts where the specific work is to be determined. The IDIQ includes overarching contractual language (payment terms, closeout, termination, confidentiality, etc.). The IDIQ also includes agreed-upon rates. We may then use mutually-agreed upon task orders for specific work. These may be Time & Materials task orders, where rates are included as well as any applicable materials (other direct costs).*

Question 14. Will the internal materials revision support primarily act in an advisory capacity, or is the intention to have your contractor develop materials tailored to The Cloudburst Group?

*Response to Question 14: The selected awardee will primarily serve in an advisory, facilitation, and training capacity. Cloudburst has existing materials and may benefit from review and comments for revisions, but it is not expected that the selected awardee would need to develop new materials.*

Question 15. On the open recruitment for Equity Lead & Co-Lead, have these roles been filled, or is this process ongoing?

*Response to Question 15: The equity co-leads are filled.*