



COUNTY OF YOLO

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FOR IMMEDIATE RELEASE
August 24, 2020

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Yolo County Seeks Consulting Services for Diversity, Equity and Inclusion

(Woodland, CA) –To begin the foundational work needed to develop a countywide program for employees, Yolo County released a Notice of Request for Statement of Qualifications (RFSQ) for Diversity, Equity and Inclusion Consulting Services on August 17. The County is seeking responses from consultant firms, nonprofits, and other organizations with expertise in providing professional consulting services in the areas of diversity, equity, and inclusion (DEI) and the elimination of racism in the workplace.

In January 2019, Yolo County created an Inclusion and Diversity Work Group, with staff from numerous County departments, including the Library, Human Resources, the District Attorney’s Office, the Health and Human Services Agency and the Office of the County Administrator, whose task was to examine current County practices and policies through the lens of inclusion and diversity to assess beneficial practices, evaluate areas for improvement, and make recommendations to meet the interests and needs of its diverse staff and communities.

Over the last eighteen months, the Work Group developed a Strategic Alignment Statement. This statement includes a commitment from Yolo County to create and sustain an inclusive and equitable work environment which supports and values its diverse community. The Work Group noted that by embracing and leveraging the diversity of its employees, Yolo County will be better equipped to adapt to changes in the external environment. Moreover, Yolo County’s diverse teams can bring a greater variety of information, opinions, and perspectives to their work, resulting in more effective problem solving, broader thinking and innovative solutions.

With the assistance of an experienced DEI service provider, the County will create and implement both internal and external policies solidifying its comprehensive commitment to DEI in its organizational practices. For this RFSQ, the County is seeking specific recommendations on the best way to develop and implement these practices, including administering an employee survey, identifying training needs, providing the initial training, as well leading other activities related to the launch of this program.

“Creating an inclusive workplace that celebrates our diverse communities is a priority for Yolo County,” noted Yolo County Board Chair Gary Sandy. “Once implemented, this plan will provide staff with training, resources and tools to more effectively serve local residents.”

A pre-response conference meeting via Zoom is scheduled on August 27 at 10:00 a.m. Responses are due on September 10 by 4:00 p.m. A service provider will be selected in mid-September and work is expected to begin in October. To read the full details of the RFSQ, visit: <https://www.yolocounty.org/general-government/general-government-departments/financial-services/procurement/current-advertised-bids/>. For additional questions, contact Ryan Pistochni at: 530-666-8218 or Ryan.Pistochni@yolocounty.org.

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