TACOMA HOUSING AUTHORITY

RESOLUTION 2021-11-10 (2)

Date: November 10, 2021

To: THA Board of Commissioners

From: April Black
Executive Director

Re: Diversity, Equity, and Inclusion and Human Resources Consulting Spending Authority

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This resolution would authorize Tacoma Housing Authority's (THA) Executive Director to increase spending in excess of what was budgeted related to Diversity, Equity and Inclusion (DEI) work and Human Resource (HR) Consulting.

Background

The current 2021 budget has $50,000 for Diversity, Equity and Inclusion (DEI) Consulting. That line was intended to fund the DEI consultant we plan to bring on later this month. Those funds have also been used to fund the DEI work within our Human Resources department, explained in THA resolution 2021-11-10 (1).

I seek your approval to spend an additional $125,000 on DEI and HR consulting services. Additional expenses for this work will be included in the 2022 proposed budget.

Related to the Diversity, Equity, Inclusion, and Belonging contract, an internal staff committee has reviewed 20 proposals and interviewed the top three respondents. The top three respondents were:

- LaVonne Dorsey & Associates
- Baker Consulting
- The Lindsay Group

As of the time this resolution was prepared, the internal staff committee was still deliberating about the proposals and close to making a recommendation. The Board does not need to approve this contract, but we will share the recommendation and reasons for the recommendation at the November board meeting, prior to executing a contract.

Recommendation

Authorize THA's Executive Director to spend an additional $125,000 on Diversity, Equity, Inclusion, and Belonging and HR Consulting.

TACOMA HOUSING AUTHORITY

RESOLUTION 2021-11-10 (2)
(DEI and HR Consulting Spending Authority)

A **RESOLUTION** of the Board of Commissioners of the Housing Authority of the City of Tacoma

WHEREAS, The current 2021 budget has a line item of $50,000 for Diversity, Equity and Inclusion (DEI) Consulting.; and

WHEREAS, This line item has been used for DEI work within THA's Human Resources Department and will need to be used for agency-wide Diversity, Equity, Inclusion and Belonging (DEIB) work; and

WHERERAS, This line item needs to be renamed to "DEIB and HR Consulting" and increased from $50,000 to $175,000; now, therefore, be it

Resolved by the Board of Commissioners of the Housing Authority of the City of Tacoma, Washington as follows:

THA's Executive Director is authorized to rename budget line item "Diversity, Equity and Inclusion" to "DEIB and HR Consulting" and increase the line item from $50,000 to $175,000.

Approved: November 10, 2021

Stanley Rumbaugh, Chair