



# TACOMA HOUSING AUTHORITY

## RESOLUTION 2022-02-23 (2)

**Date:** February 23, 2022

**To:** THA Board of Commissioners

**From:** April Black  
Executive Director

**Re:** Amendment # 2 to The Lindsay Group Contract for Organization Development and Diversity, Equity, Inclusion and Belonging

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*This resolution would authorize Tacoma Housing Authority's (THA) Executive Director to increase the amount of the contract with The Lindsay Group for Organizational Development and Diversity, Equity, Inclusion, and Belonging.*

### Background

On December 23, 2021, THA signed a contract with The Lindsay Group for Diversity, Equity, and Inclusion (DEI) services. The original contract maximum amount was \$47,250. The contract was executed using THA's procurement process. A first amendment to the contract was completed on January 18, 2022, to add a scope of services for a team building intervention related to department reorganizations occurring in February 2022. With the first amendment, the value of the contract was increased to \$65,750.

The second amendment to the contract will include:

- Coaching the Leadership Team as we move through the analysis and organizational change;
- Onsite facilitation with the staff;
- A Board retreat;
- Facilitated anti-oppressive learning and development program for all THA staff, using a cohort model;
- Issue-based strategic planning for sustainable DEI outcomes; and
- Conflict resolution to address conflicts that currently exist or may arise during this process.

This contract now needs to be increased to account for additional work to support THA's Organization Development and DEIB work. The contract maximum amount will be increased to \$200,000.

### **Recommendation**

Authorize THA's Executive Director to increase the contract maximum amount with The Lindsay Group or a total contract maximum amount of \$200,000.



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## RESOLUTION 2022-02-23 (2)

### (Amendment #2 to The Lindsay Group Contract for Organization Development and Diversity, Equity, Inclusion and Belonging)

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

**WHEREAS**, On December 23, 2021, THA used its procurement process and board approval to sign a contract with The Lindsay Group for Diversity, Equity and Inclusion services. The original contract maximum amount was \$47,250; and

**WHEREAS**, On January 18, 2022, THA and The Lindsay Group executed an amendment to the contract that was within the spending authority of the Executive Director. This amendment increased the value of the contract to \$65,750; and

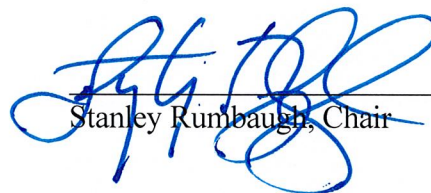
**WHEREAS**, This contract requires an additional increase to account for the findings discovered through the analysis of THA under the original scope of work for this contract; and

**WHEREAS**, The contract maximum amount shall be increased to \$200,000. 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 increase the contract with The Lindsay Group for a contract maximum amount of \$200,000.

**Approved: February 23, 2022**

  
Stanley Rumbaugh, Chair