



SUBJECT: Request for Information (RFI): Diversity, Equity, and Inclusion (DEI) Training
DATE ISSUED: November 21, 2022
INITIAL DEADLINE: January 2, 2023
EXTENDED DEADLINE: February 1, 2023

About Third Horizon Strategies

Third Horizon Strategies (THS) is a boutique advisory firm focused on shaping a future system that actualizes a sustainable culture of health nationwide. The firm offers its consulting clients a 360° view of complex challenges across three horizons – past, present, and future– to help industry leaders and policymakers interpret signals and trends; design integrated systems; and enact changes so that all communities, families, and individuals can thrive. The firm is based in Chicago, IL; however, approximately half of the firm’s staff work remotely in several states across the U.S. Learn more at www.thirdhorizonstrategies.com.

Project Goals and Objectives

THS is committed to embracing diversity and recognizing bias in all its forms, including race, national origin, sex (including sexual orientation, gender identity, or pregnancy status), disability, religion, age, or genetic information (including family medical history).

THS is requesting information from consultants regarding firm-wide DEI and/or bias training. The firm is considering a range of options, anywhere from a one-time training session to ongoing consulting. THS employees work remotely across the nation but will have an opportunity to gather in person during the company-wide retreat in Chicago in May 2023. As such, THS is interested in gathering information for both virtual and in-person training modalities. The firm does not have a specified budget for this initiative and would like to gauge the cost of training and consulting opportunities from various companies.

RESPONSE DEADLINE: February 1, 2023

Information Requested

- How many years of experience do you have in DEI initiatives or training?
- How is your program designed to meet companies’ specific needs? Can the program be tailored to certain fields, company sizes, etc.?
- How do you support participants in integrating the knowledge and skills they attain?
- How does your program address intersectionality?
- Does your program provide training on how to mitigate potential tokenism?
- In addition to supporting the firm’s internal processes, THS would like this training to help ensure that DEI principles are instilled in its work with clients. How would you approach this need?
- What is the cost of your program(s) or consulting services for 16 employees?

Review Process

THS will utilize a committee of staff to review each response received. Additional outreach may be conducted to further learn about respondents' offerings. Within two weeks of the response deadline, all respondents will be notified of THS's decision to move forward with them or not. THS will provide additional details on the project (e.g., timeline) and arrange for interviews to be conducted with the top two to three candidates of interest. Additional information or a demonstration may be requested. THS will then conduct negotiations and release a formal award or contract by March 1, 2023.

Responses

Please use the right columns in the table below to describe your organization's program or services. You may add additional sections as needed to provide more detail about your organization or offerings.

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How do you support participants in integrating the knowledge and skills they attain?	
How does your program address intersectionality?	
Does your program provide training on how to mitigate potential tokenism?	
In addition to supporting the firm's internal processes, THS would like this training to help ensure that DEI principles are instilled in its work with its consulting clients. How would you approach this need?	
What is the cost of your program(s) or consulting services for 16 employees?	
Additional Comments or Feedback	