Intent to Award Sole Source Contract
May 17, 2019

The Department of Retirement Systems (DRS) contemplates awarding a sole source contract to deepSEE Consulting for services that will further the agency’s commitment to diversity and inclusion. By increasing personal understanding of unconscious biases, the Contractor will help each member of the Leadership Team identify, understand and increase their intercultural awareness to better foster a safe, inclusive and welcoming workplace for all team members, partners, customers and visitors.

The services will include:

- Individualized feedback of Intercultural Development Inventory assessments for twelve senior leaders
- Personalized development plans for the twelve senior leaders
- Three group training sessions at monthly intervals, to focus on key developmental shifts
- Coaching and follow-up with each senior leader, including customized action plans
- Post-development assessments
- Additional coaching as needed until significant, measurable development has been achieved at the group level

The contract will be issued on or about June 17, 2019. The anticipated period of performance is July 1, 2019 through December 30, 2019, with the option to extend for two additional one-year periods. The dollar value is estimated to be $36,300.

Offerors contemplating the above requirements must submit capability statements detailing their ability to provide the services described above by June 3, 2019. The following information must be included in the capability statement:

- A detailed explanation of the offeror’s ability to produce the contract deliverables described above.
- References from three organizations where the Consultant has worked directly with the senior leadership team to increase intercultural awareness.

In the absence of other qualified sources, it is the state’s intent to make a sole source award of the contract. Please submit questions regarding the potential sole source contract and/or a capability statement to Jilene Siegel, drs.rfp@drs.wa.gov or 360-664-7291.