

## Construction Work Sites Training RFP Q & A

Interrupting bullying, hazing, harassment, race and gender aggressions in public construction **\*SUBMISSION DEADLINE EXTENDED!\***



UChicago Photo by Matt Marton

**Q: Why did City Purchasing and Contracting Services (CPCS) put out an RFP for Construction Work Site Training to interrupt and eliminate bullying, hazing and harassment?**

**A:** Around the country research shows that bullying, harassment, intimidation and slurs happen on construction worksites. The Northwest is not immune. The risks increase as the City makes headway in our Priority Hire efforts and WMBE programs. We intend an appropriately protected environment for workers which includes monitoring, implementation of an Acceptable Work Site policy and the future training or solution proposed by the successful candidates.

**Q: What can you share about the intended audiences?**

**A:** As stated in the purpose and background in the RFP our hope is that proposer solutions will help in preparing the construction workforce, so contractors, foreman, superintendents, and work crews present on the job site are trained to:

1. Understand what unacceptable behaviors and aggressions are
2. Understand intervention tools, strategies and techniques to interrupt unacceptable behaviors;
3. Be proactive when aggressions are experienced or witnessed, know steps to take and the supports or resources available to the construction workforce as they work to interrupt unacceptable aggressions.

The Proposal Should also recognize that:

- Construction workers including all workers, superintendents, foremen and other supervisors) are likely temporary workers on City construction sites, with little continuity from one job to another, workers are often on jobsites for only 200 hours each
- These training will take place typically in a non-classroom field environment
- Work deliverables limit the amount of time a worker can spend on non-field work
- Workers will have varied levels of discomfort discussing bias and/or addressing bias on job sites
- It is not uncommon for 5-35 construction companies (and on large projects like the seawall to see upwards of 100 construction companies hired over the course of a project with one contractor acting as the "Prime or General".

**Q: Can you please help me better understand the evaluation:**

**A:** In 2017 the City planned to implement Bystander Intervention training for the trades. The City did not implement and instead issued this RFP. The City also separately contracted with [Portland State University](#) to conduct pre-and post-surveys to both establish a baseline and evaluate effectiveness of training solutions performed under this RFP metrics which may include any:

1. Reduced share of women and people of color who experience inappropriate behaviors on city construction sites;
2. Increased awareness of acceptable and unacceptable behaviors, both for traditional workers, superintendents, Foremen and other supervisors;
3. Increased awareness of techniques to respond and/or seek support when observing or experiencing aggressive behaviors.

**Q: What would the City like to see in proposals?**

**A:** The City will value those proposals that evidence any of the following:

- Success rates in the past using strategies that interrupt power based aggressions
- A clear foundation for why this proposed approach would be effective;
- Respect for the union workforce, contractors, all workers, and the challenges that construction workers face on all work sites;
- Cultural versatility with race and gender relations
- Solutions that can be repeated on future job sites;
- Solutions that can make long-term change in attitudes and behaviors; and/or
- Solutions authentic to women and people-of-color, as well as experts familiar with historical attitudes towards these underrepresented groups in the field of construction or similar.

**Q: What would be ideal to describe a budget?**

**A:** Below you will see an example, although this format is not required. We hope to get an idea of your total expenses and costs by service area, the cost for associated expertise and supplies needed to implement your proposed solution.

*Example:*

Description billable item or task:	Personnel:	Hourly, session or item rate:	Subtotal including all administrative/personnel costs:	Total
Training Facilitation	Name	Rate \$	\$ or %	\$
Supply XX		Cost \$	\$ or %	\$

**Q: What Action is taken if a contractor violates the Acceptable Work Site Policy?**

**A:** CPCS provides coaching and will collaborate with the prime contractor (unions and subcontractors as appropriate) to develop corrective actions which may include personnel changes, withholding pay until remedied or issuing a deficient performance rating which may affect future bidding on City projects. In particularly egregious cases, failure to successfully resolve or respond to the issue may result in damages, breach, and sanctions.

**RFP DEADLINE EXTENDED to [February 7, 2018, 4:30 p.m. Pacific Standard Time](#)**