

ARLINGTON COUNTY, VIRGINIA

AGREEMENT NO. 22-CMO-SLA-498  
AMENDMENT NUMBER 1

This Amendment Number **1** is made on 8/31/2022 by the County and amends Agreement Number **22-CMO-SLA-498** ("Main Agreement") dated December 7, 2021, between BlacBird Investments LLC. dba Racial Equity Group ("Contractor") and the County Board of Arlington County, Virginia ("County").

The County and the Contractor agree to amend the main contract called for under the Main Agreement as follows:

The Agreement is hereby extended for a period of one year, or \$25,000.00 spend, whichever comes first, with no additional renewals of time or funding.

All other terms and conditions of the Main Agreement remain in effect.

WITNESS these signatures:

THE COUNTY BOARD OF ARLINGTON  
COUNTY, VIRGINIA

AUTHORIZED: DocuSigned by:  
SIGNATURE: Dr. Sharon T. Lewis  
89B86B1AD301462...  
NAME: DR. SHARON T. LEWIS  
TITLE: PURCHASING AGENT  
DATE: 8/31/2022

BLACBIRD INVESTMENTS LLC. DBA RACIAL  
EQUITY GROUP

AUTHORIZED: DocuSigned by:  
SIGNATURE: Mr. Bird Guess  
7EAC684A02E24B3...  
NAME: Mr. Bird Guess  
TITLE: CEO and President  
DATE: 8/30/2022

the REG team is made up of experts in strategy and development, engagement, analysis and reporting, subject matter experts, and Racial Equity consultants.

PERSONEL	ROLE	HOURLY RATE	% FTE
Guess, Bird - Lead Contact	Executive strategy and delivery of Racial Equity training	\$ 600.00	1.0FTE
Knox, Justin - Project Manager	Project Manager, client engagement and training, client expectations alignment	\$ 350.00	1.0FTE
Reeves, Ken - Strategist	Executive planning and development of workforce initiatives	\$ 600.00	.50FTE
Hayward, Lainey - REI Expert	Consultant, facilitator of training programs	\$ 350.00	.2FTE
Stevens, Vernita - REI Expert	Consultant, facilitator of training programs	\$ 350.00	.50FTE
Zhu, Sen - Senior Analyst	Statistical technician and visualization master	\$ 150.00	.2FTE
Gackenbach, Pete - Data Analyst	Manager of data preparation and analysis	\$ 100.00	.2FTE

LEAD WITH DATA	COST
1. Meet with leadership team, review previous data and reports (steps a. to f.)	Included
2. Facilitate foundational sessions: Bigger than Racism, Bias and Blind Spots, Inside Racial Equity Mindset Framework (combined session) (5 sessions for both topic, total 10 sessions up to 60 participants per session)	\$50,000 (\$5k per session)
3. Conduct Racial Equity Audit Assessment	Optional
4. Evaluate Assessment	Optional
CAPACITY BUILDING & TOOLKIT APPLICATION	
5. Conduct Equity Eye Analysis Toolkit Training – (15 sessions up to 60 participants per session)	\$75,000
6. Develop Racial Equity Vision Statement (Optional)	(\$5k per session)
RESULTS BASED ACCOUNTABILITY	
7. Develop Metrics, Scorecards, Key Indicators and Strategic Action & Operational Plans (includes objectives, goals, tactics and key performance indicators) (10 sessions up to 60 participants per session)	\$50,000 (\$5k per session)
Implementation (Steps a. to d.)	
8. Evaluation Report Summary: comprehensive report of participant satisfaction	Included
9. Collaboration & Guidance on Developing Training Plan Curriculum and training for County wide workforce all 3500 employees	Optional
COUNTY WIDE TRAINING	
Bigger than Racism Virtual Training - Up to 50 participants per cohort (2 Hours), 70 sessions total for staff	Optional

Making Racial Equity SOP Virtual Training - Up to 50 Participants per cohort, 3 sessions total at (2 Hours) for XMT staff Optional

**PROJECT TOTAL \$175,000**

## PAYMENT

Contractor shall be paid upon completion of each task with associated deliverables submitted and/or concluded (where it is a training) following the submittal of a detailed, itemized, and approved invoice by the Project Officer. Payment shall follow the task as listed below:

### **Lead With Data**

Task 1 Meet with Leadership  
Task 2 Facilitate Foundational Sessions  
Task 3 Racial Equity Audit (Optional)  
Task 4 Evaluate Assessment (Optional)

### **Capacity Building and Toolkit Application**

Task 5 Equity Analysis Toolkit Training  
Task 6 Racial Equity Vision Statement (Optional)

### **Results Based Accountability**

Task 7 Metrics, Scorecards, Key Indicators, and Strategic Action & Operational Plans

### **Implementation**

Task 8 Evaluation Report  
Task 9 Collaboration and Guidance on Training Plan Curriculum (Optional)

### **County Wide Virtual Training**

Bigger Than Racism (Optional)  
Making Racial Equity SOP (Optional)

1. The Contractor is an independent contractor, and the County will not withhold from the Contractor's compensation any federal or Virginia unemployment taxes, federal or Virginia income taxes, Social Security tax or any other amounts for benefits to the Contractor or its agents or employees.
2. The Contractor is obligated to take one of the two following actions within seven (7) days after receipt of amounts paid to the Contractor by the County for work performed by any subcontractor under this Agreement:
  - a. Pay the subcontractor for the proportionate share of the total payment received from the County attributable to the work performed by the subcontractor under this Agreement; or