

ISSUING DEPARTMENT INPUT DOCUMENT
CONTRACT/PROJECT MEASURE ANALYSIS AND RECOMMENDATION

☒ New ☐ OTR ☐ Sole Source ☒ Bid Waiver ☐ Emergency Previous Contract/Project No. N/A
Contract
☐ Re-Bid ☐ Other – LIVING WAGE APPLIES: ☐ YES ☐ NO

Requisition No./Project No.: BW-10312 TERM OF CONTRACT 5 YEAR(S) WITH 0 YEAR(S) OTR

Requisition /Project Title: Diversity Training for Law Enforcement

Description:

The County is contracting with U-Turn Youth Consulting Services for diversity training for their Basic Law Enforcement Academy, as requested by the Miami-Dade Public Safety Training Institute.

Issuing Department: SPD for MDPD Contact Person: Delvin Padilla Phone: 305-375-4728
Estimate Cost/Value: \$200,000 GENERAL FEDERAL OTHER
Funding Source: X

ANALYSIS

<u>Commodity Codes:</u>	<u>92441</u>				
Contract/Project History of previous purchases three (3) years Check here <input checked="" type="checkbox"/> if this is a new contract/purchase with no previous history.					
	<u>EXISTING</u>	<u>2ND YEAR</u>	<u>3RD YEAR</u>		
Contractor:					
Small Business Enterprise:					
Contract Value:					
Comments:					
Continued on another page (s): <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO					

RECOMMENDATIONS

	Set-Aside	Subcontractor Goal	Bid Preference	Selection Factor
SBE				
Basis of Recommendation: <div style="border: 1px solid black; height: 30px; width: 100%;"></div>				
Signed: <u>Delvin Padilla</u>			Date sent to SBD: <u>06/20/2023</u>	
			Date returned to SPD: <u></u>	

***This document is a draft Scope of Services/Technical Specifications for a future non-competitive contract Miami-Dade County anticipates entering into. Scope of Services/Technical Specifications is subject to change without notice.
This is not an advertisement.***

Miami-Dade County, Florida

Project Title: Diversity Training for Law Enforcement

SCOPE OF SERVICES

I. BACKGROUND

Miami-Dade County (hereinafter referred to as the "County"), through Miami-Dade Police Department ("MDPD"), is contracting with U-Turn Youth Consulting (hereinafter referred to as "UYC" or the "Contractor") for education services related to youth conflict resolution, including prevention, intervention, and community engagement in South Florida.

UYC is a full-service education and training consulting firm with extensive experience in Youth Conflict Resolution, including prevention, intervention, and community engagement in South Florida. They specialize in Urban Youth Conflict Resolution by advocating for changes that benefit at-risk youth, their families, and communities; facilitating in-person trainings and conferences for professionals serving youth & families in any capacity; and educating students studying in youth-related fields. Their mission is to unmask the intersectional ties between Systems; and the injustices and disparities that serve as backstories, that catalyzes the school-to-prison pipeline to youth and gun violence in urban communities.

U-Turn Youth Consulting training aims to meet four outcomes: (1) advocate and give voice to urban communities and their backstories; (2) educate and raise awareness about racial justice issues impacting lives of Black, Brown, and other marginalized communities; (3) elevate the level of services provided to disenfranchised and marginalized communities; (4) empower providers to respect the diversity of the communities' lived experiences while serving the community with equity and empathy.

II. DIVERSITY TRAINING

A. Tasks

The Contractor shall provide Courageous Conversations-Backstories Matter Training to the Basic Law Enforcement Academies, consisting of five (5) academies of 45 attendees for 16 hours, comprised of two (2) eight (8) hour training days.

Participants will engage in a deep dive about the necessity of going beyond diversity while considering the importance of acknowledging one's backstories, biases, similarities, and the need people where they are, while highlighting how the lack of these factors contribute to negative youth-police relations and community-police relations, and if unaddressed, these fractured relations become irreparable.

B. Materials

Each attendee will receive two (2) books: one (1) textbook and one (1) workbook.

C. Teaching Methodologies

Sessions will consist of interactive lectures, directed discussion, and discussion groups.

D. Invoicing

The Contractor shall provide invoices no later than the 30th day of the month following the month in which services were provided.

III. ADDITIONAL SERVICES

In the event the County requires additional related services, including consulting services, the County will use a supplemental agreement to include such services in the Contract.



INDEMNIFICATION AND INSURANCE

Contractor shall indemnify and hold harmless the County and its officers, employees, agents and instrumentalities from any and all liability, losses or damages, including attorneys' fees and costs of defense, which the County or its officers, employees, agents or instrumentalities may incur as a result of claims, demands, suits, causes of actions or proceedings of any kind or nature arising out of, relating to or resulting from the performance of this Agreement by Contractor or its employees, agents, servants, partners, principals or subcontractors. Contractor shall pay all claims and losses in connection therewith and shall investigate and defend all claims, suits or actions of any kind or nature in the name of the County, where applicable, including appellate proceedings, and shall pay all costs, judgments, and attorney's fees which may issue thereon. Contractor expressly understands and agrees that any insurance protection required by this Agreement or otherwise provided by Contractor shall in no way limit the responsibility to indemnify, keep and save harmless and defend the County or its officers, employees, agents and instrumentalities as herein provided.

Contractor shall furnish **Miami-Dade County 111 NW 1st Street Suite 2340 Miami, Florida 33128**, Certificate(s) of Insurance which indicate that insurance coverage has been obtained as outlined below.

- A. Worker's Compensation insurance as required by Florida Statute 440.
- B. Commercial General Liability with products/completed operations, personal & adv injury for a minimum of \$300,000 each occurrence/aggregate. **Miami-Dade County must be included as additional insured for both ongoing and completed operations.**
- C. Automobile Liability covering all owned, non-owned and hired vehicles for a minimum of \$300,000 combined single limit.
- E. Professional liability for \$1,000,000 each occurrence \$2,000,000 aggregate covering claims arising out of the rendering or failure to render professional services or provision of products

All insurance policies required above shall be issued by companies authorized to do business under the laws of the State of Florida, with the following qualifications:

The company must be rated no less than "A-" as to management, and no less than "Class VII" as to financial strength, by Best's Insurance Guide, published by A.M. Best Company, Oldwick, New Jersey, or its equivalent, subject to the approval of the County Risk Management Division.

or

The company must hold a valid Florida Certificate of Authority as shown in the latest "List of All Insurance Companies Authorized or Approved to Do Business in Florida" issued by the State of Florida Department of Financial Services.

NOTE: CERTIFICATE HOLDER MUST READ: MIAMI-DADE COUNTY
111 NW 1st Street Suite 2340
Miami FL 33128

MARKET RESEARCH

Contract No.: BW-10312	Recommendation: <input type="checkbox"/> Exercise Option to Renew (OTR) <input checked="" type="checkbox"/> Non-Competitive Acquisition <input type="checkbox"/> Solicit Competition <input type="checkbox"/> Access Contract <input type="checkbox"/> Other
Title: Diversity Training for Law Enforcement	
Procurement Contracting Officer: Delvin Padilla	
NIGP Code: 92441 – Instructor-led Training	

Background

Miami-Dade Police Department (MDPD) is seeking to establish a non-competitive contract for diversity training for their Basic Law Enforcement Academy, as requested by the Miami-Dade Public Safety Training Institute (MDPSTI). The Florida Department of Law Enforcement mandates diversity training in Basic Law Enforcement Academies. This request will allow MDPD to establish a contract with U-turn Youth Consulting (U-Turn) to conduct this training. U-turn is a full-service education, training, and consulting firm, with extensive experience in Conflict Resolution and Bias Training. Their instructors have unique knowledge of the community background and are also aware of cultural challenges local law enforcement officers face daily while patrolling their jurisdictions.

U-Turn employs best practices and is a full-service education and training consulting firm, with extensive experience in Conflict Resolution and Bias Training, including prevention, intervention, and community engagement in South Florida. U-Turn was specifically mentioned in the grant received to conduct this training. U-Turn specializes in trainings advocating for changes that benefit at-risk youth and their communities by facilitating in-person training and conferences for professionals serving youth and families in any capacity. The MDPSTI was awarded a grant to have U-Turn conduct this training.

The proposed contract is for a five-year term with no option to renew. The estimated value is \$200,000.

Research

Market Research shows that there is enough competition for diversity and bias training for law enforcement. However, MDPD has an existing system with U-Turn due to a grant that required using them as the service provider. As members of the Miami-Dade community, their instructors have unique knowledge of the community background and are also aware of cultural challenges local law enforcement officers face daily while patrolling their jurisdictions.

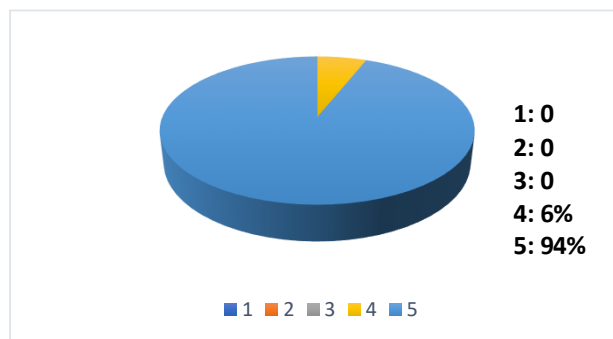
U-Turn has partnerships with numerous agencies, some of which include:

- Broward County Public Schools
- City of Hallandale, FL
- Florida Community Corrections Association
- Florida Department of Corrections
- Florida Department of Health
- Florida International University
- Jackson Health Systems
- Miami-Dade College
- Miami-Dade County Public Schools
- North Miami Police Department
- Nova Southeastern University
- The Children's Trust

MDPD did not encounter any issues or concerns with the incumbent vendor. Evaluation of the services provided by the vendor yielded positive results:

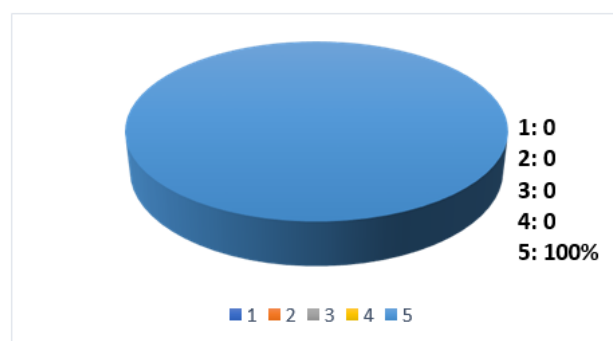
1. Please rate the knowledge, skills, reliability, and delivery method of your trainer

Disappointing 1 2 3 4 5 Exceptional

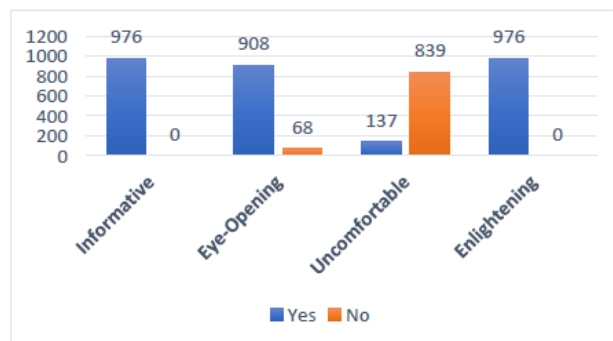


2. Please rate the quality of the training:

Disappointing 1 2 3 4 5 Exceptional

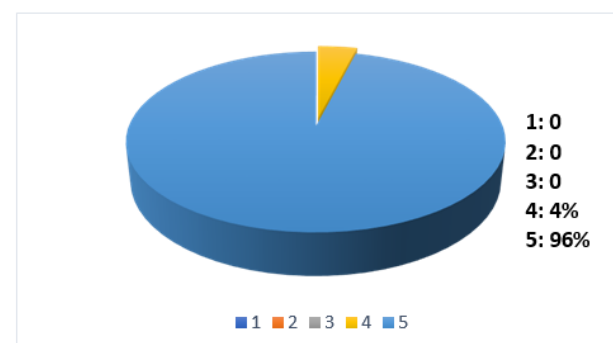


3. The training was:



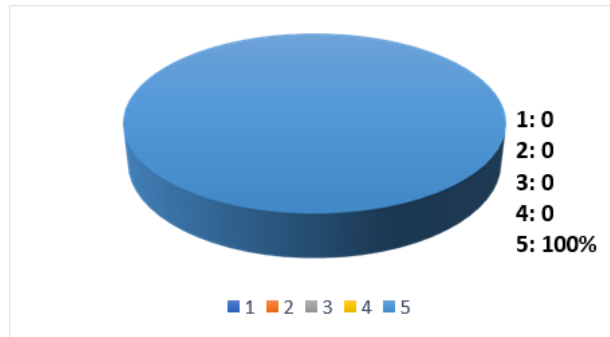
4. Please rate the relevancy of this training to you and your profession.

Irrelevant 1 2 3 4 5 Very Relevant



5. After this training, do you believe understanding Backstories and empathy are important factors to improving police-community and police-youth relations?

Not Important 1 2 3 4 5 Extremely Important



Words mostly used by the officers to describe their thoughts at the start of the training:	Words mostly used by the officers to describe their thoughts at the end of the training:
• Nervous	• Attention-grabbing
• Uncomfortable	• Real & Raw
• Unsure	• Different views
• Anxious	• Eye-Opening
• Questionable	• Enlightening
• Blame-game	• Informative
• Overwhelmed	• Motivating
• Guarded	• Uncomfortable but needed
• One-sided	• Balanced

The scope of services for this project was posted publicly for a period of 15 business days, notifying other vendors of the intent to waive competition for this contract and giving them an opportunity to challenge the bid waiver. The intent to waive competition was not challenged by any vendor.

Recommendation

It is recommended that the County establish a Bid-Waiver contract for law enforcement diversity training with U-Turn for a five-year period. This contract will allow MDPD to continue offering diversity training without disruption.

Procurement Contracting Officer: Delvin Padilla Date: 06/15/2023

Procurement Contracting Manager: Pearl Bethel Date: 06/15/2023