

**MassArt RFP 21-03**

**Addendum # 1 – Questions and Answers**

**Office of Justice, Equity, and Transformation Consultant Services**

**December 9, 2020**

- When you refer to "community" and "community-based" are you speaking of the College community and not the community at large?

Yes, the community we are describing is the internal college community, specifically the community within the fine art and design departments.

- More specifically, what are your expectations that the consultants will have accomplished for MassArt by the end of the project?

A process by which students, faculty, and staff can surface strengths and areas of growth within the framework of educational racial equity. See: <https://www.mass.edu/strategic/equity.asp>

- The RFP discussion refers to the consultant working with one design and one fine arts department at the College to develop models for the whole College. Does this preclude the consultant from reaching beyond these departments to gather information for development of the models?

For now, we will focus on 2 departments to gather development of these models.

- Under the section on meetings the following statement is made "Meet with individual team leaders on a regular basis to assess the development of tools and skills". What are the tools and skills to be designed to accomplish?

To surface strengths and areas of growth in the department such as, but not limited to more inclusive curriculum and pedagogy and greater sense of belonging for students of color.

- What is their purpose?

To remove barriers and obstacles that hinder success of students who have been historically underserved.

- Is the ultimate objective to create equity in the departments in terms of numbers of minority participants, persistence and/or graduation from MassArt and or the number of faculty, staff and administrators or both?

To create equity in the departments in terms of closing persistence and opportunity gaps for historically underserved students from MassArt.

- What is the definition of "equity" for this RFP?

Equity is framed from the lens of racial equity. See full context here:

<https://www.mass.edu/strategic/equity.asp>

- Will be achieved **when race no longer determines one's outcomes** in the Massachusetts public higher education system
- Is the **top policy and performance priority** for the Department of Higher Education
- Must be **embedded** system-wide and permeate the Department's structure, culture, and policies
- Requires the use of **asset-based language** to minimize the threat of harm, deficit, and stereotype reinforcement  
"Asset-based language" defines people by their aspirations and contributions, rather than the systemic barriers and challenges they face
- Requires **acknowledgement, remedy, and repair** of policies and practices which have excluded or created barriers

**Please be reminded the bid deadline in the RFP document has not changed.**