

1. **What is the expected sequence of deliverables?**
 - a. Develop job scopes and job specifications for one Fair and Impartial Policing (FIP) position.
 - b. Provide collaboration and input in the interviewing of a FIP Position
 - c. Develop onboarding program for a FIP position.
 - d. Develop professional development training track for staff in DEI.
 - e. Develop ongoing professional training tracks for law enforcement.
 - f. Provide ongoing training to staff in DEI.
 - g. Provide ongoing training in DEI to law enforcement.
2. **Can you provide a clear list of expected deliverables?**
 - a. Assessment
 - b. Monthly reports
 - c. Regular meetings with the ED
 - d. Staff development sessions.
 - e. Facilitation and training with any number of criminal justice professionals.
 - f. Legislative testimony when needed.
 - g. On going collaboration regarding FIP staff and other contractors working on change projects .
3. **Is there an expected phase structure to this project?**
 - a. Law enforcement contractor will develop specific and measurable plans, that will be subject to change because of the nature of the work.
 - b. Phases will be agreed upon with Executive Director and the Criminal Justice Council.
4. **Can you elaborate on the individual training and coaching expectations?**
 - a. Ability to provide one on one feedback to staff members on DEI principles, approaches, integrations, and program implementations.
 - b. The individual coaching and training will include one-on-one sessions, auditing coursework, reviewing curriculum, evaluating policies, and encouraging training programs that suit the individuals.
5. **Is there a possibility to be awarded part of the RFP?**
 - a. Subcontracting is available.
6. **What do you mean by 'hourless training tracks'?**
 - a. Competency based learning. The current statutory obligation is based on hours and not on competencies. We would like to identify what competencies are needed and develop the learning objectives and deliverables associated with that.
7. **What are the specific expectations around professional development material? (e.g. media production, graphic design.. etc.?)**
 - a. Professional Development can be a combination of things and will be up to the contractor to advise the best mode of communication and the expectation is that the contractor is fluent and competent in advanced training and facilitation. Because there are many invested stakeholders in this pathway of law enforcement education, we would anticipate needing information that is communicable for all types of learners.
8. **Please elaborate on this point in the RFP - *Identify relevant transferable skills for Vermont Criminal Justice Council as well as the recruitment efforts to fill FIP related positions.***
 - a. The contractor will be familiar and experienced with this work, their audience, and content.

- b. The contractor will be prepared to identify skills and needs for this work as trainers, professionals, and executives while developing various plans.