

Contract & Procurement Learning Pathway

Objective:

To ensure that procurement processes are free of bias and promote fair opportunities for all businesses, including minority-owned and underrepresented vendors.

Target Audience: Procurement officers, contracting specialists, and policy-makers involved in the vendor selection and contracting process.

Instructions:

1. Begin by watching videos that explain the core concepts of unconscious bias and inclusion.
2. Follow up with articles that provide in-depth examples, tools, and strategies for creating inclusive environments.
3. Apply what you've learned by reviewing case studies and real-world examples of inclusive practices in action.
4. Take the time to reflect on the strategies to ensure broad, fair participation within community engagement efforts.

Title	Description	Modality	Duration	Link
Dealing with Unconscious Bias	Discusses how engagement efforts can unintentionally exclude certain groups and provides neutral strategies for broad, fair participation.		7 minutes	Read Here
Unconscious Bias: 18 Examples and How to Avoid Them in the Workplace	Provides 16 examples of unconscious bias and tips for reducing them.		20 minutes	Read Here
What is Unconscious Bias?	Explains what unconscious bias is and how to become aware of your own biases.		3 minutes	Watch Here

Title	Description	Modality	Duration	Link
<p>Belonging, A Critical Piece of Diversity, Equity & Inclusion (TEDx Talk by Carin Taylor)</p>	<p>Explores why belonging is a key focus for leaders in DEI.</p>		<p>16 minutes</p>	<p>Watch Here</p>
<p>19 Unconscious Biases to Overcome and Promote Inclusivity</p>	<p>Explores different types of biases, how they surface at work, and strategies to avoid them.</p>		<p>16 minutes</p>	<p>Read Here</p>
<p>11 Examples of Unconscious Bias in the Workplace</p>	<p>Discusses various biases such as name, racial, gender, and anchoring bias, along with strategies to mitigate them.</p>		<p>5 minutes</p>	<p>Read Here</p>
<p>Hidden Forces Unconscious Bias in Learning</p>	<p>Examines unconscious biases in the workplace and emphasizes addressing them to promote inclusivity and equity.</p>		<p>7 minutes</p>	<p>Read Here</p>
<p>Unconscious bias can have on procurement process</p>	<p>Explores how unconscious biases in procurement limit opportunities for minority- and women-owned businesses, recommending clear criteria, blind evaluations, and diversity training.</p>		<p>5 minutes</p>	<p>Read Here</p>

Title	Description	Modality	Duration	Link
<p>Top 10 Procurement Diversity Strategies</p>	<p>Outlines DE&I strategies in procurement, including goal-setting, fostering inclusion, partnering with diverse suppliers, and using technology to track progress.</p>		<p>7 minutes</p>	<p>Read Here</p>
<p>Hey RFP's - You have a problem</p>	<p>Examines RFP biases against marginalized businesses and suggests simplifying requirements, using inclusive language, and improving outreach.</p>		<p>7 minutes</p>	<p>Read Here</p>
<p>Proposal Evaluation Tips & Tricks: How to Select the Best Vendor for the Job</p>	<p>This guide provides strategies for designing a fair proposal evaluation process, focusing on transparency, inclusivity, and criteria alignment with organizational goals.</p>		<p>10 minutes</p>	<p>Download</p>
<p>Three Steps to a More Equitable RFP Process</p>	<p>This piece outlines steps to create an inclusive RFP process, including removing barriers, tracking progress, and expanding vendor outreach.</p>		<p>5 minutes</p>	<p>Read Here</p>

Estimated Total Time: 108 minutes