

QUESTIONS AND RESPONSES FROM 2/3 WEBINAR REGARDING CGB'S RFP FOR DEI CONSULTANTS

1. Who would you identify as the primary and secondary stakeholders? We read the RFP as workforce as primary and contractors/external partners as secondary. Would this be accurate?  
**For this RFP, we are limiting our focus on staff (primary) and BOD (secondary)**
2. Does the CT Green Bank DEI Team report directly to the CEO? **Yes**
  - a. Who does the DEI Team currently consist of...HR, Operations, etc. **Representatives from HR/Operations, Accounting, Marketing, Investment Team**
3. Is the intention for every individual in the company, including C-Suite/Sr Managers, mid-level management and staff, take part in the culture assessment, trainings, and the overall DEI+B work? **Yes** Is there opportunity to engage the Board of Directors in the assessment and resulting culture work as governance of CT Green Bank? **Yes, we would like to engage the BOD.**
4. With the recent redrafting of the organizations mission, vision, and goals, were employees provided an opportunity to weigh in? **Yes. The Mission Vision, & Goals were driven by the BOD at a strategic planning session with employee feedback.**
  - a. If no, was there a rationale for this?
  - b. If yes, how was the employee engagement? **Good**
5. Do employees have access to leadership in the day-to-day workflow? **Yes, and across departments**
  - a. If yes, how does that access impact areas such as: **Our organization is very flat and our senior leadership teams generally have their entire departments reporting directly to them, hence they are directly involved in each of these topics.**
    - i. Career development
    - ii. Employee engagement
    - iii. Conflict Resolution
    - iv. Succession planning
    - v. Retention
6. What feedback tools have been used historically to capture employee feedback and sentiment? **We are launching an employee engagement survey in February. Generally, morale and satisfaction have been very high**
  - a. What has the data story been telling leadership about morale, satisfaction, etc.

7. In addition to having partnerships with existing energy companies, what other community partners does CT Green Bank engage with: **We work with a variety of Municipalities, nonprofits, universities, trade and industry groups and state agencies. While a comprehensive list is not provided here, we are happy to talk about this in more detail.**
  - a. Connecticut State University System?
  - b. Community/Municipal Leaders?
  - c. Community Groups?
  - d. Local K-12 School Systems?
    - i. If yes, is the focus on energy efficiency and/or energy efficiency financing education? **More on energy financing vs. energy education**
    - ii. Any awareness being driven about becoming part of CT Green Bank/ employee opportunities, external partner, or contractor? **There is work to be done in this area. Reaching a wide group is our goal, always looking to expand our reach.**
8. Are there any budget guideposts for this program, i.e., band? **While we do have a budget in mind, we want to see what the proposal is and will find ways to implement what we like from the successful proposal(s)We have numbers in mind but there's a range. We are committed to doing this, so we will find the resources to implement a program that advances our organization. This is the first of many steps. We will find the way to implement this.**
9. Under Proposal Format, the RFP notes "no more than give (7) pages." Can you please clarify the max number of pages for response submission? **7 pages, but feel free to use links to other documents to support your proposal. If the length proves an issue, please contact Barbara Waters ([barbara.waters@ctgreenbank.com](mailto:barbara.waters@ctgreenbank.com)) to discuss.**
10. How many times will CGB and their chosen vendor be meeting? **Probably once a month, but more regularly based on projects. Will also be based on projects.**