

ADDENDUM No. 1

RFP No. 26-09

CONSULTATIVE SERVICES FOR HARMS REPORT FOR POTENTIAL REPARATIONS PROGRAM

Due: FEBRUARY 20, 2026 at 2:00 P.M. (local time)

The information contained herein shall take precedence over the original documents and all previous addenda (if any) and is appended thereto. **This Addendum includes seven (7) pages including Attachment 1.**

The Proposer is to acknowledge receipt of this Addendum No. 1, including all attachments in its Proposal by so indicating in the proposal that the addendum has been received. Proposals submitted without acknowledgement of receipt of this addendum may be considered non-conforming.

The following forms provided within the RFP Document should be included in submitted proposal:

- **Attachment A – Legal Status of Offeror**
- **Attachment B – Non-Discrimination Declaration of Compliance Form**
- **Attachment C - Living Wage Declaration of Compliance Form**
- **Attachment D - Vendor Conflict of Interest Disclosure Form**

Proposals that fail to provide these completed forms listed above upon proposal opening may be rejected as non-responsive and may not be considered for award.

I. QUESTIONS AND ANSWERS

The following Questions have been received by the City. Responses are being provided in accordance with the terms of the RFP. Respondents are directed to take note in their review of the documents of the following questions and City responses as they affect work or details in other areas not specifically referenced here.

Question 1: Would a university team be eligible to provide a response?

Answer 1: Yes.

Question 2: Section H Type of Contract in RFP states, "The City will not entertain changes to its Professional Services Agreement." Could the City please clarify if offeror is able to comply substantively to the terms of the PSA but would like clarifying language negotiated, is this allowable?

Answer 2: Offerors are free to propose changes to the Professional Services Agreement in their proposal response.

Question 3: What is the overall budget been identified for this project?

Answer 3: The City has never undertaken a project of this nature. The City will make a determination regarding the selected vendor based in part on price submitted, and the credentials, suggested process, and stated deliverables of the vendor.

- Question 4: Does the City prefer a flat rate fee structure for this project or is it better to provide an hourly rate?
- Answer 4: The City simply expects clarity around the price submitted by the proposer. The City will need to evaluate total price in deciding on the feasibility of the proposed work.
- Question 5: Does the City of Ann Arbor require vendors to complete all work tasks within the state of Michigan or can work be completed remotely, as determined by the vendor and the City?
- Answer 5: The City is open to remote work as long as the expected deliverables are credibly prepared and presented. The City is open to discussion on how the work is to be performed.
- Question 6: What is the City's comfort level with work being done remotely, including project meetings, surveys, interviews, focus groups, and town halls? Are there parts of this project that the City prefers or requires to be in-person?
- Answer 6: The City is open to remote work as long as the expected deliverables are credibly prepared and presented. The City is open to discussion on how the work is to be performed.
- Question 7: How has the City approached concepts of racial justice historically, including but not limited to attempts to implement reparations programs? What strategies, initiatives, programs, or other activities have been undertaken and what were the results?
- Answer 7: The City has never debated or voted on whether it will entertain making cash payments for reparations. Obtaining a Harms Report is a necessary step in enabling the City to deliberate regarding reparations.
- Question 8: Why were housing and policing identified as the two priority areas for this review?
- Answer 8: The City does not have unlimited time to undertake a far-reaching study. The City also needed to manage the cost of the project. Housing and policing are two areas where the City has a nexus. The City, as an example, has zero control over education within Ann Arbor. Finally, these were the areas of greatest interest from City Council.
- Question 9: Were other priority areas considered and not included? If so, why were they not included?
- Answer 9: No.
- Question 10: How does policing tie into the City's philosophy around reparations?
- Answer 10: To be clear, the City has never debated or voted on whether it will entertain making cash payments for reparations. Obtaining a Harms Report is a necessary step in enabling the City to deliberate regarding reparations. It is not a given that reparations will be undertaken.
- Question 11: Is the City open to additional recommendations related to reparations, up to and including direct cash payments to impacted current and previous residents?
- Answer 11: See response above.
- Question 12: What are the City's expectations in terms of collaboration between the vendor and City employees? How closely does the City want to work with the vendor? Is it more of a partnership approach with shared work tasks or a delegated approach with regular touchpoints but a focus on oversight?
- Answer 12: The vendor will be working most closely with the City Administrator and Deputy City Administrator. The vendor may want/need to interact with certain key staff like the Police Chief or the Ann Arbor Housing Commission Executive Director as an

example. That is acceptable. There will be a focus on oversight with the regular agreed upon touchpoints. It is important to note that the bulk of the elected and appointed leadership in Ann Arbor has been there for less than five years, so there will be a dearth of institutional knowledge or even local lived experience.

Question 13: Will the City provide a list of contacts, both within the City and outside the City, of individuals and organizations impacted by the City's historical treatment of Black individuals or is it the responsibility of the vendor to identify those contacts? Does the City maintain formal relationships with community groups both within and outside city limits?

Answer 13: The City is trying to gather some information on past practices, resolutions, ordinances, and key community stakeholders for the vendor to engage. It will not be a complete or exhaustive list. The large majority of the Black community have left the city limits due to affordability and other reasons. Some reside in surrounding cities like Ypsilanti and Detroit, and others have moved further. The City has already reached out to both internal and external stakeholders to attempt to gather information that will be helpful to the vendor. That effort continues. There have also been two documentaries made in the past year regarding the Black community in Ann Arbor. We are exploring how the vendor can review those as they will provide excellent context.

Question 14: The link to the web version of "City Council Resolution R-24-259 – Resolution to Study a Reparations Program in Ann Arbor to Remediate Historical Injustices and Discrimination Against its Black Residents" is broken - can you please provide a PDF version of this document?

Answer 14: Council Resolution R-24-259 has been included herein as Attachment 1.

Question 15: Will the selected consultant be responsible for securing access to data from third parties (e.g., county, state, regional agencies), or will the city facilitate those data-sharing arrangements?

Answer 15: The presumption is that the consultant will ultimately be responsible for securing access to data. However, the City is open to a discussion about how the City might be helpful if it is determined that the requests coming from the City may yield a timelier response.

Question 16: What datasets does the city currently anticipate making available to the selected consultant related to housing and policing (e.g., historical records, administrative data, reports, GIS data, archived documents)?

Answer 16: The City has not conducted a proactive process to determine all of the records etc. that the consultant may deem relevant. The City is attempting to identify some information that will be helpful. Admittedly whatever is gathered will not be complete. The City anticipates the consultant determining the parameters of what they would like to review and relevant offices here will work to accommodate the request.

Question 17: Does the City maintain digitized historical datasets, or should the consultant assume that a portion of relevant information exists only in archival, paper, microfiche, or non-structured formats?

Answer 17: Only some of the City's records are digitized. It is highly likely that desired records or information will come in a variety of formats.

Question 18: How would the City characterize the overall quality and completeness of available housing and policing data, particularly for older historical periods?

Answer 18: The quality and completeness of available housing and policing data should be considered "uneven." The City has only made a modest proactive effort to try and assemble some information in anticipation of this project. The ability to retrieve

data from Ann Arbor Police Department (AAPD) is not fully accessible. AAPD is pursuing a new Records Management System (RMS) to make data retrieval easier. Regardless, whatever the consultant identifies as needed the City will make every effort to make it available.

Question 19: Beyond formal datasets, does the city expect or encourage the use of qualitative sources such as oral histories, community testimony, interviews, or narrative accounts?

Answer 19: The City anticipates that a valuable exercise will be for the consultant to somehow engage members of the community whose lived experience will be relevant to the project. The City has reached out to expected sources both internally and externally in an attempt to identify some relevant sources for lived experience. The City acknowledges the challenge of significant portions of the former Ann Arbor Black community have moved to surrounding communities or out of the area.

Question 20: Does the City have guidance on how community-sourced information should be weighed alongside quantitative or archival data in the final Harms Report?

Answer 20: The City will provide some guidance and will collaborate with the selected consultant on how to present the information in the final report.

Question 21: (General data risk and scope question) If critical data gaps are identified early in the project, what level of flexibility does the city anticipate in refining scope, methodology, or emphasis?

Answer 21: The City is open to a robust discussion with the selected consultant on those points and at the same time the City recognizes that narratives that lack key substantiating data in and of itself is an element of how to characterize the Harms Report.

Question 22: Will the city support deliverables in the form of dashboards or other interactive online tools or does the city prefer only a final written report deliverable?

Answer 22: The City does expect a final written report as that is consistent with what the community will expect. The City is also open to a discussion on other options to consider for telling the story the City is desirous of telling.

Question 23: Is there an anticipated cost range for this project?

Answer 23: The City has never attempted to undertake a project like this. The City is curious to see how bids come in regarding this work. However, price is only one component that will be evaluated in determining the path forward.

Offerors are responsible for any conclusions that they may draw from the information contained in the Addendum.



**RFP No. 26-09 Addendum No. 1 -
Attachment 1
City of Ann Arbor**

301 E. Huron St.
Ann Arbor, MI 48104
[http://a2gov.legistar.com/
Calendar.aspx](http://a2gov.legistar.com/Calendar.aspx)

Master

File Number: 24-1223

File ID: 24-1223

Type: Resolution

Status: Passed

Version: 1

Reference:

Controlling Body: City Council

File Created Date : 06/18/2024

*** File Name:** 6/18/24 Resolution to Study a Reparations Program

Final Action: 06/18/2024

Title: Resolution to Study a Reparations Program in Ann Arbor to Remediate
Historical Injustices and Discrimination Against its Black Residents

Notes:

Sponsors: Harrison, Watson, Ghazi Edwin, Disch and Eyer

Enactment Date: 06/18/2024

Attachments:

Enactment #: R-24-259

Drafter/Contact:

Hearing Date:

*** Admin/Mgr:**

Effective Date:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	City Council	06/18/2024	Approved				Pass
Action Text: A motion was made by Councilmember Harrison, seconded by Councilmember Watson, that the Resolution be approved. On a voice vote, the Mayor declared the motion carried.							

Text of Legislative File 24-1223

Resolution to Study a Reparations Program in Ann Arbor to Remediate Historical Injustices and Discrimination Against its Black Residents

Reviewed by: Atleen Kaur, City Attorney

Whereas, Municipal reparations refer to actions taken by a city government to formally acknowledge, address, and remediate historical injustices and discrimination through direct financial restitution, policy reforms, community investments, and public acknowledgments;

Whereas, The City of Ann Arbor wishes to explore establishing municipal reparations for its Black citizens to remediate historical injustices and discrimination flowing from the practice of slavery in the United States;

Whereas, Black residents of the City of Ann Arbor may be direct descendants of slaves brought to the United States;

Whereas, Uncompensated slave labor was common throughout the colonies and many of the early states, and such uncompensated labor was a major cause for the rise of the United States as a strong and wealthy nation;

Whereas, Michigan became a state in 1837 and the first Constitution of Michigan banned slavery, but Black citizens were still subject to injustices and discrimination such as denial of the right to vote and segregation;

Whereas, Before the federal prohibition of racially restrictive covenants, systemic housing discrimination prevented Black families nationwide, and in the City of Ann Arbor, from accessing equal housing opportunities;

Whereas, Local Fair Housing laws were established two decades after the federal prohibition against racially restrictive covenants;

Whereas, Municipal reparations to remediate historical injustices and discrimination that are supported by historical documentation and experiences constitutes a compelling governmental interest;

Whereas, The pervasive extent and nature of the injustices resulting from slavery and segregation require reparations to take many forms, including but not limited to, efforts to ensure that Black citizens have equal access to fair housing, jobs, health care, education, and overall economic development; and

Whereas, The City of Ann Arbor understands that only Black residents can truly determine when and how they are healed from the trauma endured by slaves and their descendants, and it is essential that these voices lead the discussion and decision-making on reparative actions and policies;

RESOLVED, That the City Council directs the City Administrator to identify a funding source for a study regarding the feasibility and process of creating a Municipal Reparations Program to remediate the historical injustices and discrimination against Black residents of Ann Arbor as discussed in the preceding whereas clauses;

RESOLVED, That once a funding source for a study has been identified, Council directs the City Administrator to ensure that the study is conducted and to provide a report regarding the feasibility, process and structure of a potential Municipal Reparations program;

RESOLVED, That the City Administrator's report to Council shall include a harms report (also known as an impact report) regarding the harms to be addressed by the potential Municipal Reparations Program; and

RESOLVED, That the City Administrator shall provide the report to Council as soon as practical, and in any event shall provide a status update to Council no later than December 2024.

Sponsored by: Harrison, Watson, Ghazi Edwin, Disch, and Eyer