

Procurement Services
4000 Lancaster Dr. NE
Salem, Oregon 97305



DEI Workshop Agreement Signed by Chemeketa Community College
Signature Request for Yamhill County
Chemeketa Contract #10724400

August 16, 2023

Lindsey Manfrin
Yamhill County Health and Human Services

Submission Instructions

Please email a copy of the fully executed Agreement to kevin.walther@chemeketa.edu.

Please Note:

- ✓ We do not require an original signed copy
- ✓ We prefer to obtain signatures electronically

If you have questions or concerns feel free to call me at the office, 503.365.4794 or on my cell at 503.385.6652.

Thank you Lindsey,

A handwritten signature in black ink, appearing to read "P. Kevin Walther".

P. Kevin Walther, CPPB
Procurement Management Analyst
Chemeketa Community College

B.O. 23-344

Contract Terms and Conditions

Introduction

Introduction-Personal Services

YAMHILL COUNTY, OREGON

PERSONAL SERVICES CONTRACT

THIS CONTRACT is made and entered into by and between YAMHILL COUNTY, a political subdivision of the State of Oregon, acting by and through its Health and Human Services, hereinafter referred to as the "County", and Chemeketa Community College, acting by and through its Bridging Institute for Inclusion and Belonging (CBIB) whose Federal Employer Identification No. is 98-0585134, hereinafter referred to as the "Contractor".

RECITALS

WHEREAS, The County requires the services of a trainer with the particular training, abilities, knowledge, qualifications, and experience; and

WHEREAS, The Contractor possesses such training, abilities, knowledge, qualifications, and experience and is willing to perform the certain services for the County as set forth herein; and

NOW, THEREFORE, in consideration of the promises and the mutual covenants and conditions set forth herein, and for other good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, it is hereby agreed by the parties as follows:

AGREEMENT

Agreement

TERM

1. **TERM.** This Agreement shall become effective, and services required hereunder shall commence, on the date the Contract is executed by both parties, or on 10/03/2023, whichever is sooner, and shall terminate on 11/07/2023, unless otherwise terminated or extended as provided herein.

CONSIDERATION PSC

2. **CONSIDERATION.** As consideration for the performance of all terms and conditions set forth in this Contract, the County shall pay the Contractor a sum not to exceed \$20,000.00. The County shall make payment upon receipt and acceptance of the services as invoiced by the Contractor. The County shall pay invoices within thirty (30) days after an invoice has been received and approved by the authorized a County representative.
 - a. As compensation for providing training and consultation, Contractor will receive a payment of \$5,000 per cohort.
 - b. The compensation provided herein shall be exclusive, and the County shall neither pay nor provide Contractor with any fringe benefits, including, but not limited to, retirement, health insurance, workers' compensation insurance, unemployment insurance, or sick leave. No additional compensation or alternate form thereof shall be payable by the County to the Contractor for any purpose whatsoever unless otherwise agreed in writing. The Contractor shall be responsible for paying all income taxes, Social Security or self-employment taxes and any other taxes or assessments imposed by any governmental body incurred by reason of the County's payment of compensation hereunder to Contractor.

SERVICES PSC

3. **SERVICES.** The Contractor shall provide to the County services as specified in Exhibit A, attached hereto and by reference incorporated herein.

B.D. 23-346

WARRANTY OF SERVICES..PSC

5. **WARRANTY OF SERVICES.** The County has relied upon the professional ability, qualifications, and training of the Contractor as a material inducement to enter into this Contract. Accordingly, the Contractor represents and warrants that: (i) the Contractor shall perform all services set forth herein in a good and workmanlike manner, in conformance with the terms, conditions, and requirements of this Contract, and in accordance with the highest applicable professional and/or industry standards; (ii) the Contractor warrants that each of the Contractor's employees assigned to perform services under this Contract has the proper skill, training, and background to be able to perform the services in a competent, timely, and professional manner and that all services shall be so performed; and (iii) the Contractor shall at all times maintain and keep current all professional licenses, certifications, and professional liability insurance required to perform the work set forth in this Contract.

INDEPENDENT CONTRACTOR..PSC

6. **INDEPENDENT CONTRACTOR.** This agreement is not a contract of employment. The County does not seek to hire Contractor as an employee(s) of the County nor does the Contractor desire to be an employee(s) of the County for performance of the services described herein. The parties intend that the Contractor, in performing the services specified herein, shall be and act as an independent contractor and shall have professional control of the work and the manner in which it is performed. The Contractor shall have the sole authority to determine the manner and means of performing the services described herein, and the County shall not interfere with, control, or direct the manner or method in which such services are performed; provided, the County shall direct Contractor as to the work to be assigned and shall have the right to direct the required results to the extent such direction may be consistent with the nature of the Contractor's services. The Contractor shall not be considered an agent of the County, and the County shall not be responsible for any claims, demands, or causes of action of any kind or character arising in favor of any person, on account of personal injuries, or death, or damage to property occurring, growing out of, incident to, or resulting directly or indirectly from the operations or activities of the Contractor.

AMENDMENT PSC

7. **AMENDMENT.** This Contract may be amended to the extent permitted by applicable statutes, administrative rules, ordinances, and local ordinances. No amendment shall bind either party unless in writing and signed by both parties.

COMPLIANCE WITH ORS 279B.220..PSC

8. **COMPLIANCE WITH ORS 279B.220.** For all services provided under this Contract, the Contractor shall: (i) pay promptly, as due, all persons supplying labor or material; (ii) pay all contributions or amounts due the Industrial Accident Fund from the Contractor or any subcontractor; (iii) not permit any lien or claim to be filed or prosecuted against the County or any subdivision thereof; and (iv) pay to the State of Oregon Department of Revenue all sums withheld from employees pursuant to ORS 316.167. If the Contractor does not pay promptly any claim that is due for the services furnished to the Contractor by any subcontractor in connection with this Contract, the County may pay such claim and charge that payment against any payment due to the Contractor under this Contract. The County's payment of a claim does not relieve the Contractor or its surety, if any, from their obligations for any unpaid claims.

HOURS OF LABOR; COMPLIANCE WITH PAY EQUITY PROVISIONS..PSC

9. **HOURS OF LABOR; COMPLIANCE WITH PAY EQUITY PROVISIONS.**
 - a. Pursuant to ORS 279B.235(3), the Contractor shall pay the Contractor's employees who perform work under this Contract at least time and a half for all overtime in excess of 40 hours a week, and for work performed on any legal holiday as specified in ORS 279B.020, except for employees who are excluded under ORS 653.010 to 653.261 or under 29 U.S.C. 201 to 209 from receiving overtime.

- b. Pursuant to ORS 279B.235(1)(b), the Contractor shall comply with the prohibition set forth in ORS 652.220. Such compliance is a material element of this Contract and failure to comply is a breach that entitles the County to terminate the Contract for cause.
- c. Pursuant to ORS 279B.235(1)(c), the Contractor shall not prohibit any of the Contractor's employees from discussing the employee's rate of wage, salary, benefits or other compensation with another employee or another person and may not retaliate against an employee who discusses the employee's rate of wage, salary, benefits or other compensation with another employee or another person.
- d. Pursuant to ORS 279B.235(5)(b), the Contractor shall notify, in writing, any person employed by the Contractor under this Contract, either at the time of hire or before work begins on the Contract, or by posting a notice in a location frequented by employees, of the number of hours per day and days per week that the Contractor may require the employees to work.

WORKERS' COMPENSATION..PSC

10. **WORKERS' COMPENSATION.** If the Contractor is a subject employer for workers' compensation or unemployment insurance purposes, Contractor shall provide such workers' compensation and unemployment coverage benefits at its sole cost and expense and shall provide proof of such insurance and benefits at the County's request. The parties hereto specifically agree that this Contract will render the Contractor and the Contractor's employees, if any, ineligible for benefits under ORS 656.029 and that the County shall not be liable for, responsible for, or in any way or manner be required to provide, workers' compensation benefits for the Contractor or the Contractor's employees.

COMPLIANCE WITH LAWS..PSC

11. **COMPLIANCE WITH LAWS.** The Contractor shall comply with all federal, state, and local laws, codes, regulations and ordinances applicable to the provision of services under this Contract, including, without limitation, the provisions of: (i) Title VI of the Civil Rights Act of 1964; (ii) Section V of the Rehabilitation Act of 1973; (iii) the Americans with Disabilities Act of 1990 (Pub L No 101- 336), ORS 659.425, and all amendments of and regulations and administrative rules established pursuant to those laws; and (iv) all other applicable requirements of federal and state civil rights and rehabilitation statutes, rules, and regulations. Any violation by Contractor of any applicable law required in the provision of services hereunder shall constitute breach of this Contract, and Contractor shall be solely liable for any and all claims arising out of, connected with, or as a result of the violation.

INDEMNIFICATION PSC

12. **INDEMNIFICATION.** To the fullest extent permitted by law, and in accordance with Article XI, Section 10, of the Oregon Constitution and the Oregon Tort Claims Act, the Contractor shall defend, indemnify, and hold harmless the County, its officers, agents, and employees from any claims, liabilities, demands, damages, actions, or proceedings arising from or relating to the acts or omissions of the Contractor in connection with the performance of any services required hereunder. The Contractor shall be responsible for any damage to property, injury to persons, and any loss, expense, inconvenience, and/or delay that may be caused by, or result from, the carrying out of services under this Contract.

INSURANCE PSC

13. **INSURANCE.** The Contractor shall, at its expense, obtain the following insurance coverage and keep them in effect during the entire term of this Contract:
- a. Comprehensive General Liability Insurance (including contractual liability and completed operations coverage) with a per occurrence limit of not less than \$1,000,000 and an aggregate limit of not less than \$2,000,000, covering all activities and operations of the Contractor;
 - b. Commercial Automobile Liability Insurance, with a per occurrence limit of not less than \$1,000,000 and an aggregate limit of not less than \$2,000,000, for all owned, non-owned, and hired vehicles used in the performance of the services required hereunder; and

- c. Professional Liability Insurance, including Errors and Omissions coverage, with a per occurrence limit of not less than \$1,000,000 and an aggregate limit of not less than \$2,000,000, to protect against all loss suffered by the County or third parties, including financial and consequential loss, caused by error, omission, or negligent acts related to the work or services provided under this Contract.
- d. Additional Insurance Requirements:
 - i. All insurance policies shall be written on an occurrence basis and be in effect for the term of this Contract. Written authorization from the County is required for any insurance policy written on a claims-made basis. Any insurance policy authorized to be written on a claims-made basis shall be in effect for the term of this Contract plus for three (3) years after the termination of this Contract.
 - ii. Insurance coverage shall apply on a primary and non-contributory basis.
 - iii. Prior to commencing services, the Contractor shall furnish current Certificate(s) of Insurance for all required insurance to the County. The insurance must be provided by an insurance company or entity that is authorized to transact the business of insurance and issue coverage in the State of Oregon, with an AM best rating of at least A-. The Certificate shall provide, by policy endorsement, if necessary, that the County, its officers, employees, agents, and volunteers are additional insureds with respect to the Contractor's services provided under this Contract and that there shall be no cancellation, termination, non-renewal, material change to, potential exhaustion of aggregate limits, or reduction of limits of the required insurance without at least 30 days written notice from the Contractor or its insurer to the County. If requested, the Contractor shall provide complete copies of insurance policies to the County.

TERMINATION PSC

14. TERMINATION.

- a. County's Termination for Convenience. The County may terminate this Contract in whole or in part whenever the County determines that termination of the Contract is in the best interest of the County. The County will provide the Contractor with written notice of a termination for convenience at least thirty (30) calendar days before the intended termination date. By the termination date, the Contractor shall provide the County with immediate and peaceful possession of the Project site. Such termination shall be without liability or penalty, and in no circumstance shall Contractor be entitled to lost profits for work not performed due to termination. No termination for convenience shall prejudice any obligations or liabilities of either party already accrued prior to the effective date of termination.
- b. County's Termination for Cause. The County may immediately terminate this Contract without liability or penalty for either of the following causes by the mailing of written notice to the Contractor at the Contractor's address provided herein, specifying the cause:
 - i. The Contractor breaches any of the provisions of this Contract;
 - ii. The Contractor no longer holds all licenses or certificates that are required to perform the services required under this Contract;
 - iii. The County lacks lawful funding, appropriations, limitations, or other expenditure authority at levels sufficient to allow the County, in the exercise of its reasonable discretion, to pay for the Contractor's services; or
 - iv. Federal, state, or local laws, regulations, or guidelines are modified or interpreted in such a way that either the services under this Contract are prohibited, or the County is prohibited from paying for such services from the planned funding source.
- c. Contractor's Termination for Cause. The Contractor may terminate this Contract for cause if the County fails to pay the Contractor pursuant to this Contract. The Contractor may also terminate this Contract for cause if the County commits any material breach or default of any covenant, warranty, obligation, or agreement under this Contract and such breach or failure is not cured within thirty (30)

calendar days after delivery of the Contractor's notice, or such longer period as the Contractor may specify in such notice.

FORCE MAJEURE..PSC

15. **FORCE MAJEURE.** Neither the County nor the Contractor shall be held responsible for delay or default caused by fire, riot, civil disobedience, acts of God, or war where such cause was beyond the reasonable control of the County or the Contractor. The Contractor shall, however, make all reasonable efforts to remove or eliminate such a cause of delay or default and shall, upon the cessation of the cause, diligently pursue performance of its obligations under this Contract. The risk of loss or damage to the subject matter of this agreement shall be upon the Contractor until such time as the County has accepted the services required hereunder.

ASSIGNMENT; DELEGATION; SUCCESSOR...PSC

16. **ASSIGNMENT; DELEGATION; SUCCESSOR.** The Contractor shall not assign, delegate, nor transfer any of its rights or obligations under this Contract without the County's prior written consent. The County's written consent does not relieve the Contractor of any obligations under this Contract, and any assignee, transferee, or delegate is considered the Contractor's agent. The provisions of this Contract shall be binding upon and shall inure to the benefit of the parties to the Contract and their respective successors and assigns.

GOVERNING LAW, JURISDICTION, VENUE, & ATTORNEY FEES..PSC

17. **GOVERNING LAW, JURISDICTION, VENUE, & ATTORNEY FEES.** This Contract shall be governed and construed in accordance with the laws of the State of Oregon, without resort to any jurisdiction's conflict of laws rules or doctrines. Any claim, action, suit, or proceeding (collectively, "the claim") between the County (and/or any other agency or department of Yamhill County) and the Contractor that arises from or relates to this Contract shall be brought and conducted solely and exclusively within the Circuit Court of Yamhill County for the State of Oregon. Provided, however, if the claim must be brought in a federal forum, then it shall be brought and conducted solely and exclusively within the United States District Court for the District of Oregon. The Contractor hereby consents to the *in personam* jurisdiction of said courts. Each party shall be responsible for the party's attorney fees, costs and disbursements at all times including appeals.

RECORDS PSC

18. **RECORDS.** The Contractor shall maintain all fiscal records relating to this Contract in accordance with generally accepted accounting principles. In addition, the Contractor shall maintain any other records pertinent to this Contract in such a manner as to clearly document the Contractor's performance hereunder. The Contractor acknowledges and agrees that the County, the Oregon Secretary of State's Office, the Federal Government and their duly authorized representatives shall have access to such fiscal records and all other documents that are pertinent to this Contract for the purpose of performing audits and examinations and making transcripts and excerpts. All such fiscal records and pertinent documents shall be retained by the Contractor for a minimum of six (6) years (except as required longer by law) following final payment and termination of this Contract, or until the conclusion of any audit, controversy or litigation arising out of or related to this Contract, whichever date is later.

NOTICES PSC

19. **NOTICES.** All notices, bills, and payments shall be made in writing and may be given by personal delivery or by mail. Notices, bills, and payments sent by mail should be addressed as follows:

County: Health and Human Services
ATTN: Lindsey Manfrin
535 NE 5th Street
McMinnville, Oregon 97128
manfrinl@co.yamhill.or.us

Contractor: Chemeketa Community College
ATTN: Business Services
4000 Lancaster Dr NE, SALEM, OR 97309Marion

procurement@chemeketa.edu

FOREIGN CONTRACTOR.PSC

20. **FOREIGN CONTRACTOR.** If the Contractor is not domiciled in or registered to do business in the State of Oregon, the Contractor shall promptly provide to the Oregon Department of Revenue and the Secretary of State Corporation Division all information required by those agencies relative to this Contract. The County shall withhold final payment under this Contract until the Contractor has met this requirement.

TAX CERTIFICATION..PSC

21. **TAX CERTIFICATION.** The Contractor hereby certifies that it is not in violation of any Oregon Tax Laws and that it shall continue to comply with Oregon Tax Laws during the term of this Contract. Pursuant to ORS 279B.045, the Contractor's failure to comply with the Oregon Tax Laws is considered a default for which the County may terminate the Contract and seek damages and other relief as available. For purposes of this certification, "Oregon Tax Laws" means those programs listed in ORS 305.380(4).

WAIVER PSC

22. **WAIVER.** The failure of either party to enforce any provision of this Contract shall not constitute a waiver by that party of that or any other provision of this Contract, or the waiver by that party of the ability to enforce that or any other provision in the event of any subsequent breach.

ENTIRE AGREEMENT..PSC

23. **ENTIRE AGREEMENT.** This Contract constitutes the entire agreement between the parties on the subject matter hereof. No waiver, consent, modification or change of terms or provisions of this agreement shall bind either party unless in writing and signed by both parties. Such waiver, consent, modification, or change, if made, shall be effective only in the specific instance and for the specific purpose given. There are no understandings, agreements, or representations, oral or written, not specified herein regarding this agreement.

COUNTERPARTS PSC

24. **COUNTERPARTS.** This Contract and any subsequent amendments may be executed in any number of counterparts (including by facsimile, PDF, or other electronic transmission), each of which so executed shall be deemed to be an original, and such counterparts shall together constitute one agreement binding on all parties.

SEVERABILITY PSC

25. **SEVERABILITY.** If any provision of this Contract shall be held invalid or unenforceable by any court or tribunal of competent jurisdiction, such holding shall not invalidate or render unenforceable any other provision, and the obligations of the parties shall be construed and enforced as if the Contract did not contain the particular term or provision held to be invalid.

SURVIVAL PSC

26. **SURVIVAL.** All rights and obligations shall cease upon termination of this Contract, except for those rights and obligations that by their nature or express terms survive termination of this agreement. Termination shall not prejudice any rights or obligations accrued to the parties prior to termination.

Conclusion-Construction Contract PSC

THIS AGREEMENT CONSTITUTES THE ENTIRE AGREEMENT BETWEEN THE PARTIES. NO WAIVER, CONSENT, MODIFICATION OR CHANGE IN TERMS OF THIS AGREEMENT SHALL BIND EITHER PARTY UNLESS IN WRITING AND SIGNED BY BOTH PARTIES. SUCH WAIVER, CONSENT, MODIFICATION OR CHANGE, IF MADE, SHALL BE EFFECTIVE ONLY FOR THE SPECIFIC INSTANCE AND FOR THE SPECIFIC PURPOSE GIVEN. THERE ARE NO UNDERSTANDINGS, AGREEMENTS OR REPRESENTATIONS, ORAL OR WRITTEN NOT SPECIFIED HEREIN REGARDING THIS AGREEMENT. THE CONTRACTOR, BY SIGNATURE OF ITS AUTHORIZED REPRESENTATIVE, HEREBY ACKNOWLEDGES THAT HE/SHE HAS READ THIS AGREEMENT, UNDERSTANDS IT, AND AGREES TO BE BOUND BY ITS TERMS AND CONDITIONS.

IN WITNESS WHEREOF, the parties hereto have executed, or caused to be executed on the date indicated by their duly authorized officials, this agreement in duplicate, each of which shall be deemed an original on the date executed by all parties.

CONTRACTOR

YAMHILL COUNTY





Signature

Chair, LINDSAY BERSCHAUER

Aaron Hunter



Name (printed)

Commissioner, MARY STARRETT

Vice President/CFO



Title

Commissioner, KIT JOHNSTON

August 15, 2023

8/31/23

Date

Date

APPROVED AS TO FORM

By: 

County Counsel

Accepted by Yamhill County
Board of Commissioners on
8/31/23 by Board Order
23-346

Exhibit A



Bridging Institute for Inclusion and Belonging

Chemeketa Community College

STATEMENT OF WORK - CONSIDERATION **Addressing Bias and Developing Cultural Humility Workshops**

Start Date: October 3, 2023^{1,2}

End Date: November 7, 2023²

1. Statement of Work

- a. Chemeketa's Bridging Institute for Inclusion and Belonging (CBIB) shall provide contractor:
 - Two 2-hour training sessions for up to four cohorts of up to 100 participants each
 - Contract with the trainer
 - Training materials
 - Project coordination
- b. Contractor shall provide CBIB
 - Access to facility properly set up with equipment such as laptop, projector and internet
 - Support project coordination including schedule arrangement and communication

2. Project Summary

CBIB will develop and deliver two workshops that will be duplicated up to four times in person or remotely that focus on understanding and managing bias, developing curiosity and compassion toward cultures different from one's own, and practicing cultural humility as a tool for strengthening relationships with diverse communities.

This training is intended to support learning for individuals on how stereotypes can negatively impact all of us and provide tools to recognize stereotypes and how to get beyond them. This training is not intended to shame or blame specific groups of people and instead intends to bring people together.

a. Workshop Outcomes

- Define relevant terms (i.e. stereotype, bias, diversity and cultural humility) to establish a shared understanding
- Develop skills in identifying and addressing personal biases
- Practice confronting biases through the framework of cultural humility

¹ Note: Participants will be asked to complete an evaluation prior to the first session

- Learn how to ask questions that further understanding of diverse cultural expressions within the community
- Engage in challenging biases through practicing cultural curiosity

b. Training Outline

- i. Day 1: Understanding and Addressing Bias**
 1. Develop group agreements
 2. Define stereotype, bias, and implicit bias
 3. Understand how biases can become a hindrance in advancing service to the local community
 4. Discuss how we make our implicit biases, explicit
 5. Practice confronting our biases through building empathy for the lived experience of others.
 6. Complete homework prior to next session

- ii. Day 2: Developing cultural humility**
 1. Review homework and group agreements from previous session
 2. Define culture, cultural curiosity, diversity, discrimination, and cultural humility
 3. Discuss how stereotypes can impact the way we view a cultural group, even if we do not consciously agree with them
 4. Learn about the framework of cultural humility and how being curious can open up opportunities for deep learning
 5. Practice cultural humility through interactive activities with colleagues
 6. Reflect on ways to personalize learning. Commit to making a positive change by documenting goals for future personal and professional growth

3. Consideration

- a. In consideration of satisfactory performance, upon receipt of approved invoice and subject to the conditions set forth in this statement of work, Contractor agrees to pay the CBIIB according to the corresponding fee schedules:

Training Date ²	Amount
Session 1, Cohort 1: October 4, 2023	\$2,500.00
Session 1, Cohort 2: October 6, 2023	\$2,500.00
Session 1, Cohort 3: October 9, 2023	\$2,500.00

² Dates are subject to change based upon agreement between Contractor and CBIIB

Session 2, Cohort 1: October 18, 2023	\$2,500.00
Session 2, Cohort 2: October 20, 2023	\$2,500.00
Session 2, Cohort 3: October 23, 2023	\$2,500.00
Session 1, Zoom Cohort ³ : October 24, 2023	\$2,500.00
Session 1, Zoom Cohort ³ : November 7, 2023	\$2,500.00
TOTAL	\$20,000.00

- b. This contract Not to exceed \$20,000.00.
- c. Invoice can be paid at \$5,000 per cohort within 14 calendar days of final workshop or paid in total by the last workshop date or November 30, 2023, whichever comes first.
- d. Invoices shall be sent to:
Yamhill County Health and Human Services
ATTN: Accounts Payable
627 NE Evans Street
McMinnville, OR 97128

³ Zoom cohort available for those who cannot make in person workshops