

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



**ITEM: 3.56  
(ID # 22837)**

**MEETING DATE:**  
Tuesday, August 29, 2023

**FROM :** RUHS-PUBLIC HEALTH:

**SUBJECT:** RIVERSIDE UNIVERSITY HEALTH SYSTEM-PUBLIC HEALTH: Authorize the Purchasing Agent to Issue Purchase Orders to Lodestar Consulting to Provide Trauma Responsive Leadership & Facilitator Training Without Seeking Competitive Bids through June 30, 2028. All Districts. [Total aggregate amount of \$801,390 - 100% State].

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Authorize the Purchasing Agent to issue a Purchase Order to Lodestar Consulting for Trauma Responsive Leadership & Facilitator training without seeking competitive bids through June 30, 2024, in an amount not to exceed \$631,390; and
2. Authorize the Purchasing Agent, in accordance with Ordinance No. 459, based on the availability of fiscal funding, to issue additional Purchase Orders to Lodestar Consulting without seeking competitive bids for additional training services in an annual amount not to exceed \$42,500 for the period of performance of July 1, 2024 through June 30, 2028.

**ACTION:Policy**

  
Kim Saruwatari, Director of Public Health 8/17/2023

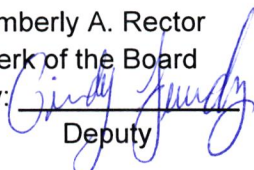
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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Spiegel, seconded by Supervisor Perez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Perez, Washington, and Gutierrez  
Nays: None  
Absent: None  
Date: August 29, 2023  
xc: RUHS-PH

Kimberly A. Rector  
Clerk of the Board

By:   
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
STATE OF CALIFORNIA**

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$631,390	\$42,500	\$801,390	\$42,500
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS: 100% State</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 23/24 – 27/28</b>	

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

Lodestar Consulting (Lodestar) will provide Trauma-Responsive Leadership and Culture Development and Trauma-Responsive Facilitator Training and Certification to executive leadership and staff within Riverside University Health System – Public Health (RUHS-PH). Lodestar’s courses are designed to make new learning readily accessible, intentionally centered on and in service to the pedagogical needs of the group and individual participants. Lodestar’s trainings represent thousands of hours of research, content design, and delivery across multiple industries including healthcare, education, public health, government, law, and business. Lodestar is unique in its approach to trauma informed/trauma response training, combining leadership and line staff training tech and resources. This provides a focus on the goal of creating sustained environment change and trauma informed resilience practices. Lodestar’s programs develop and support the emergency of awareness, recognition, and trauma-responsive interactions, and:

- Deliberately build trainees’ capacity to create psychologically safe containers for the strong emotions that often surface while engaging in this work with others.
- Provide ongoing scaffolded support to ensure that trainees are confident in their knowledge and abilities.
- Create deeply experiential learning environments and invite participants to actively engage at every state.
- Weave unfamiliar concepts into already familiar or accessible knowledge, thus modeling trauma-responsive engagement while simultaneously guiding participants through the acquisition of new learning and skills.

Lodestar will provide learning modules that represent combinations of direct instruction and facilitation, and small group work, with programming specifically tailored to meet: 1) needs of learner; 2) needs of the groups; 3) desired outcomes; 4) time considerations; and 5) sustainability. Proprietary Lodestar materials and methods will also be provided to course participants.

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**Impact on Residents and Businesses**

Strengthening the resilience and coping skills of RUHS-PH underscores the mission of the RUHS-PH to protect and promote the health of the Riverside County community, including the County's workers who are often also County residents and business owners or patrons. Staff retention and staff support enhances service delivery to the community and betters the experience of those interacting with RUHS-PH.

**Additional Fiscal Information**

The training will be paid through grant funding from the state; there is no impact to County General Funds. The cost for FY23/24 will include the Lodestar "Brave™ Trauma-Responsive Leadership & Culture Development Program", as well as the professional development series training entitled, "All of Us: Building Trauma-Responsive Cultures" for up to 103 attendees per training. RUHS-PH is also requesting approval to issue additional purchase orders to Lodestar through FY27/28 in order to allow additional staff to participate in the professional development series. The anticipated cost breakdown is as follows:

**County Fiscal Year**

<b>Year</b>	<b>Amount</b>
FY23/24	\$631,390
FY24/25	\$42,500
FY25/26	\$42,500
FY26/27	\$42,500
FY27/28	\$42,500
<b>Total</b>	<b>\$801,390</b>

**Contract History and Price Reasonableness**

Lodestar has an existing relationship with California Department of Public Health (CDPH). By partnering with the same company, RUHS-PH would have a consistent, standardized training format and shared language as we continue to transition from emergency response to post-pandemic operations. A common background would foster communication and enhance the capability of RUHS-PH to respond more effectively to future emergencies.

Lodestar is offering a government discount of nearly 42% compared to their corporate rate. The discount is similar to the services that Lodestar provides to other local government agencies. Riverside County Purchasing has reviewed and supports the Single Source Justification (SSJ) request, as indicated in the attached SSJ document.

**ATTACHMENTS:**

**ATTACHMENT A.** Quote from Lodestar Consulting for Trauma-Responsive Leadership & Culture Development

**ATTACHMENT B.** Single Source Justification

SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
STATE OF CALIFORNIA

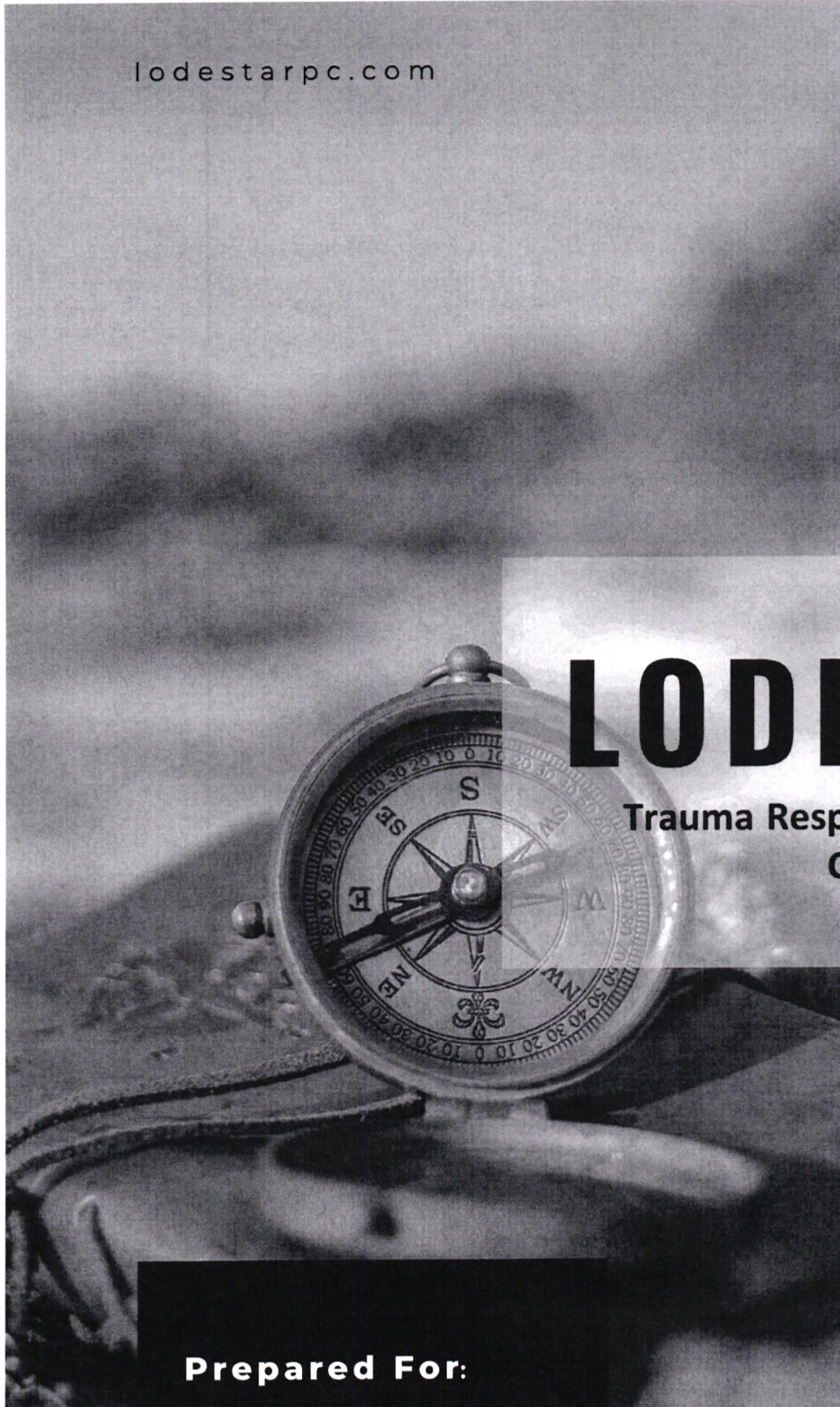
*Meghan Hahn*  
Meghan Hahn, Deputy Director of Procurement

8/17/2023

*Douglas Ordóñez Jr.*  
Douglas Ordóñez Jr.

8/21/2023

lodestarp.com



# LODESTAR

Trauma Responsive Leadership &  
Culture Development

**Prepared For:**

Riverside County Department  
of Public Health

March 31, 2023





# Trauma-Responsive Leadership & Facilitator Training Proposal

## Table of Contents

<b>I.</b>	<b>Lodestar Trauma-Responsive Leadership &amp; Culture Development</b>	
	a. Challenges & Opportunities	2-3
	b. Methodology & Program Overview	4-5
	c. Materials & Coaching	6
<b>II.</b>	<b>Lodestar <i>All Of Us</i> Trauma-Responsive Employee Training</b>	
	a. Challenges & Opportunities	7
	b. Methodology & Materials	8
<b>III.</b>	<b>Fee Schedule</b>	9-10
<b>IV.</b>	<b>Lodestar Faculty</b>	11-12



## Trauma-Responsive Leadership & Culture Development

### Prepared for:

Riverside County Department of Public Health

### Submitted by:

Kemia M. Sarraf, MD, MPH, RCC, TIPCTM  
CEO | Faculty Director | Senior Executive Coach  
(217) 691-4441 | kemia@lodestarp.com

### Requested by:

Wendy Hetherington, MPH  
Chief Epidemiologist, Riverside DPH  
[WHetherington@ruhealth.org](mailto:WHetherington@ruhealth.org)  
Donna Mayer, BA, CEM  
Program Director, Riverside DPH  
[dmayer@ruhealth.org](mailto:dmayer@ruhealth.org)

### The Challenge:

Public health professionals across America have faced unprecedented toxic stress and trauma over the last three years, enduring intense criticism, scrutiny, and threats while navigating organizational stress and trauma and carrying elevated workloads.

Although much attention has been paid to the emotional toll of pandemic stress on physicians and other health care providers, more than half of all public health employees are suffering the consequences of prolonged exposure to toxic stress and report at least one symptom of post-traumatic stress disorder, **and more than 20% of public health employees report their mental health as "fair" or "poor."**

And while there are commonalities to the stressors, it also is important to remember that colleagues faced different challenges based on occupation, setting, organizational structures, and personal characteristics such as race and gender.

Public health employees are the backbone of community health and play a vital role in protecting citizens. While many of the challenges currently faced existed prior to Covid - including decades of underfunding that left organizations understaffed and under-resourced - pandemic challenges compounded these vulnerabilities. Unabated, this will have a lasting, negative impact on our Public Health workforce sustainability and capacity.

These toxic stress and harm often manifest as:



- Communication breakdown
- Demoralization
- Career dissatisfaction
- Burnout and exhaustion
- Compassion fatigue
- Disconnection and disengagement
- Uncivil workplace behavior; and
- Increased attrition and early retirement

Organizations, too, can suffer from traumatic stress. While organizational trauma may be the result of a single devastating event, it more frequently arises from the compounding effect of multiple events over time and the cumulative impact that comes from the nature of the work. **Organizations that harbor the effects of unhealed traumatization may endlessly repeat the cycle – inflicting harm on those who work there, and in turn being harmed by even their most dedicated professionals.**

#### **The Opportunities:**

While the pain of the last three years is immeasurable, there exists an opportunity for both healing and growth. Disruption of toxic stress and healing of individual and organizational trauma begins with the deliberate cultivation of connection, trust, and psychological safety as immediately actionable disruptors of cycles of harm, and the building of trauma-responsive cultures that are restorative, relational, and strengthen both institutions and individuals.

- **Exploration:** New learning and expanded understanding of toxic stress, trauma, and its impact on individuals and systems.
- **Expert Facilitation:** Lodestar faculty guide participants through the learning in small group settings, facilitating both exploration and practice of new skills as immediately actionable disruptors of toxic stress
- **Growth & Learning:** Safe, experiential learning allows processing, shared insights, and development of new skills
- **Sustainability:** Ongoing small group engagement reinforces learning, making new skills readily available. Additional opportunities for 1:1 executive coaching with Lodestar senior faculty
- **Implementation:** Facilitated, co-created spaces in which restorative practices are discussed, designed, deployed, and refined





### **Lodestar Methodology:**

The greatest challenge of any training is ensuring participants successfully integrate the learning and feel *confident in their ability to implement tools and strategies*. This struggle is often exacerbated by teaching methods that frame the material as abstract, hypothetical concepts that are not readily translated or deployed in everyday interactions.

Lodestar courses are designed to make new learning readily accessible, intentionally centered on and in service to the pedagogical needs of the group and individual participants. Lodestar trainings represent thousands of hours of research, content design, and delivery across multiple industries including healthcare, education, public health, government, law, and business. One of the most consistent takeaways is *that pacing matters*. Providing the right tempo of delivery allows sufficient opportunity for the material to be integrated and for the emergence of sustainable skills.

Additionally, Lodestar senior faculty are seasoned professionals with decades of experience as physicians, psychologists, attorneys, healthcare providers, and educators, and are master-level trainers and facilitators. Lodestar programs are designed provide significant real-time engagement with senior faculty and facilitated small groups to ensure trainees gain proficiency with materials, integrate new learning, and are provided ample skills practice.

Lodestar programs develop and support the emergence of awareness, recognition, and trauma-responsive interactions, and:

- Deliberately build trainees' capacity to create psychologically safe containers for the strong emotions that often surface while engaging in this work with others.
- Provide in-depth clarity of process and ensure the material is fully understood and integrated
- Provide ongoing scaffolded support to ensure that trainees are confident in their knowledge and abilities
- Create deeply experiential learning environments and invite participants to actively engage at every stage
- Weave unfamiliar concepts into already familiar or accessible knowledge, **thus modeling trauma-responsive engagement** while simultaneously guiding participants through the acquisition of new learning and skills

### **Expertly facilitated, small group learning:**

Fostering connection is central to Lodestar's methodology. This includes significant course time spent in expertly facilitated, small group engagement. Participants are guided through



discussion and practice of new concepts and emerging skills while navigating challenges in a safe and supportive environment.

A direct benefit to the Lodestar approach is that even as participants acquire new leadership skills in trauma-responsive engagement, they simultaneously experience real-time stress and trauma mitigation. Participants emerge with professional and personal insight and growth, and emerging skills in trauma-awareness and connection as immediately actionable strategies to influence their teams and institutional cultures. The result is professional development that is both powerful and lasting.

- Lodestar senior faculty facilitators 6:1 ratio
- Consistent groups with 3 months of ongoing support
- Group scaffolding with gradual release of responsibility
- Narrative facilitation that allows for structured emergence of
- ORID Andragogical Facilitation:
  1. Objective Questions
  2. Reflective Questions
  3. Interpretive Questions
  4. Decisional Questions

Adult learners enjoy the greatest gains when they move between whole-group instruction and facilitated, small-group experiential learning. Our methods provide paced information delivery and ample opportunity for reflection, discovery, interpretation, practice, and integration.

Lodestar course directors and faculty take great care to monitor learner progress and will modify instruction to meet the stated organizational goals while remaining in service to learners and their needs.

The Lodestar learning modules detailed below represent 3-days | 24 hours of direct instruction and facilitation. All programming is specifically tailored to meet: 1) needs of learner; 2) needs of the groups; 3) desired outcomes; 4) time considerations; 5) sustainability.

### **Learning Modules**

- Opening: *Hardwired for Threat*
- The Lodestar Container for Courageous Conversations
- Safe to Learn: Learning U, Trauma-Informed Framework
- History, Source, Stress-Trauma Continuum
- Expanded Trauma Paradigms
- Organizational Trauma
- Psychological Safety
- 4-Pillars of Trust
- 5 Ns of Trauma-Responsive Interactions



- Trauma-Discharge: Recognition, Reaction, and Response
- Advancing Trauma Awareness
- The Danger of a Single Story & R2R
- Trauma-Responsive Leadership & Culture Building
- Intersections of Trauma & DEI
- Polarities: The Power of Both/And
- Building Trauma-Responsive Cultures
- Building Sustainable Resilience

### **Materials:**

All proprietary Lodestar materials and methods will be provided to course participants to enrich their learning experience. Licensure for organization-wide use is available under a separate agreement.

- Lodestar Trauma-Responsive Leadership Participant Guidebook©
- Lodestar BRAVE™ Leadership Model
- Lodestar Reaction-to-Response: R2R™ Narrative Tool
- Lodestar 5 Ns of Trauma-Responsive Engagement©
- Lodestar Emotions Inquiry©
- Lodestar Resiliency Reservoir Toolkit©
- Lodestar Amplification-Mitigation Continuum©
- Images for Insight
- 4-Pillars of Trust as Immediately Actionable
- Path to Psychological Safety in Teams and Organizations
- Building Yes-And Communication Skills
- Building a Polarities Mindset
- Somatic & Stance: The Wisdom of the Body

### **Executive Coaching Opportunities:**

The work of becoming trauma-responsive leaders and of TR culture maturation benefits from continuing engagement. Executive coaching allows leaders to go deeper in developing skills, expanding awareness, and up-leveling leadership, culture, and organizational mission. Lodestar senior faculty provide ongoing connection, opportunities for continuous learning and growth, and sustainability.

We recommend organizations consider pre-ordering a block of coaching hours to ease participant opt-in.



## **Creating Sustainability**

### ***All of Us: Trauma Responsive Culture Development***

#### **The Opportunity:**

The professional development and training of public health employees in Lodestar's *All of Us: Trauma-Responsive Engagement and Culture Development* program imparts knowledge and skills that help build, embed, and sustain the work embarked on by leadership. Lodestar senior instructors and facilitators are experts in trauma-responsive engagement and will ensure employees successfully embed and deploy the skills and programming to assist in culture development.

Lodestar's skilled deployment of these programs builds restorative connections and supportive cultures in which staff understand the presence and presentations of trauma activation, the multivariate sources of toxic stress and trauma, and effective trauma-responsive communication utilizing Lodestar tools and skills. The program is designed to build and reinforce both individual and collective capacity.

*All of Us* training includes:

- **Exploration:** New learning and expanded paradigms of toxic stress, trauma, and its impact on individuals and systems.
- **Growth & Learning:** A learner-centric model that is based in the gradual release of responsibility allows safe, paced, experiential learning and integration of materials.
- **Interaction & Engagement:** As learners are guided through the process, they are encouraged to share their insights and expertise, and experiment with new skills.
- **Practice:** Lodestar trainers contextualize and anchor new learning through appropriate pacing, repetition, narrative learning, and opportunities to explore concepts in group settings.
- **Small groups | Live training:** Learner to faculty ratio is never greater than 10:1
- **Consistent groups:** Cohorts move through the 3 week, 6-module training together.

#### **Methodology:**

Lodestar's guiding principle is that ***connection mitigates trauma***. It is meaningful, intentional connection with each other, and the conversion of those connections into sustainable cultures, that helps leaders move their organizations beyond the toxic stress of these times.



Lodestar faculty are expert trainers and facilitators, committed to ensuring that trainees gain proficiency with materials, integrate new learning, and are provided ample skills practice. We deliberately build psychologically safe containers for the strong emotions that often surface while engaging in this work, and provide in-depth clarity of process, ensuring the material is fully understood and integrated.

All Lodestar courses are built with great intentionality, **centered on and in service to** the needs of the group and individual participants. We utilize complete transparency in **unpacking the why** of our methods, creating experiential learning environments and inviting participants to actively engage at every stage.

As Lodestar trainers weave unfamiliar concepts into already familiar or accessible knowledge, we **model trauma-responsive communication** and engagement while simultaneously guiding participants through the acquisition of new learning and skills.

### **Overview: *All of Us* - Trauma Responsive Culture Development**

Lodestar Trauma Responsive trainings represent thousands of hours of research, content design, and delivery across multiple industries including healthcare, education, public health, government, law, and business. One of the most consistent takeaways is that pacing matters. Providing the right tempo of delivery allows sufficient opportunity for the material to be integrated and for the emergence of sustainable skills.

### **Materials**

The following Lodestar training materials for ***All of Us: Trauma-Responsive Culture Development*** are provided to each participant upon registration.

Lodestar licensed participant online materials include:

- Lodestar Trauma-Informed Basics Participant Guide
- Lodestar Container for Restorative Conversations
- Lodestar Reaction-to-Response: R2R™ Narrative Tool
- Lodestar Emotions Inquiry Template
- Lodestar Resiliency Reservoir Toolkit™
- Lodestar 5Ns of Courageous Conversations
- The Path to Psychological Safety
- The 4 Pillars of Trust
- Access to the Lodestar Library: Curated articles, videos, podcasts, books, & more. Regularly updated.



## Fee Schedule

Service	Corporate Rate	State Govt. Discount
<p><b>Lodestar BRAVE™ Trauma-Responsive Leadership &amp; Culture Development Program</b></p> <p><b>Lodestar provides:</b></p> <ul style="list-style-type: none"> <li>• 3-days/24 hours live training</li> <li>• Lodestar Senior Faculty (6:1 ratio)</li> <li>• Dr. Sarraf</li> <li>• Lodestar BRAVE™ Leadership Model</li> <li>• All training materials               <ul style="list-style-type: none"> <li>○ Participant guide</li> <li>○ Lodestar tools</li> </ul> </li> <li>• All Lodestar Travel</li> <li>• 3 months ongoing Lodestar faculty support of small groups in 3 x 90 min facilitated sessions and 3 x 90 min structured-release sessions</li> </ul> <p><b>Regions will provide:</b></p> <ul style="list-style-type: none"> <li>• Local coordinator</li> <li>• Training facilities:               <ul style="list-style-type: none"> <li>○ Large training room</li> <li>○ Breakout rooms</li> <li>○ AV setup and staff support</li> </ul> </li> <li>• On-site staff support/coordination</li> </ul>	<p>\$6,950/person</p>	<p>\$4,880/person</p>
<p><b>All Of Us: Building Trauma-Responsive Cultures</b></p> <p><b>Lodestar Provides:</b></p> <ul style="list-style-type: none"> <li>• Communications &amp; promotional materials for Riverside</li> <li>• Digital platform for registration and participant tracking</li> <li>• Live, online, interactive professional development series</li> <li>• 10:1 participant to Lodestar senior instructor</li> <li>• Consistent groups throughout</li> <li>• 6 x 2h module series</li> <li>• Delivered 2x week for 3 consecutive weeks</li> </ul>		<p>\$1,250/person</p>



<ul style="list-style-type: none"> <li>• Pre + post series data collection</li> <li>• Digital + online learning materials</li> <li>• Digital supplemental learning guide</li> <li>• Certificate of completion</li> </ul>		
<p><b>Optional</b> advance purchase 1:1 Executive Leadership Coaching</p> <ul style="list-style-type: none"> <li>• Senior Lodestar Faculty</li> <li>• Bulk purchased in blocks</li> </ul>	<p>\$33,750/90 hours</p>	<p>\$29,250/90 hours</p>



## Lodestar Faculty

### Program Director | CEO | Faculty Director | Senior Executive Coach:

#### **Kemia Sarraf, MD, MPH, RCC, TIPC**

Dr. K brings two+ decades of experience to her speaking, training, and facilitation. The arc of her career includes medical practice, academic appointments, public health programming and leadership, nonprofit leadership, multiple board positions in public and private sectors, cross-sector DEI work, private business ownership, and farming. She is engaged nationally on multiple leadership initiatives, is co-lead faculty for ACGME Equity Matters, is the recipient of numerous awards for her leadership, work, vision, and communication, and was an AMA Women Physicians Inspiration Award Honoree in 2021. Her trademarked paradigm focuses on professional and leadership development and the creation of trauma-responsive systems and cultures. She is renowned for her boundless compassion, wisdom, and humor, and her methods are consistently rooted *in service to participants and the moment*.

#### **Co-Directors:**

#### **Ann. V. Deaton, PhD, PCC, CTPC, TIPC**

Dr. Deaton has her doctorate in Clinical Psychology with specializations in neuropsychology and health psychology. The arc of her four-decade career includes clinical practice as a neuropsychologist, hospital division leadership, and 20+ years as an executive coach and consultant across industries. Ann is a Certified Team Performance Coach, has authored two books on team coaching and leadership development, and is a graduate of a 2-year Mastery in Polarities program.

#### **Antoinette DuBois Ayers, RCC, CPCC, TIPC**

Antoinette DuBois Ayers is a Certified Professional Co-Active Coach (CPCC) and master leadership trainer and facilitator with more than 30 years' experience training and coaching leadership groups across multiple industries including healthcare, finance, and the nonprofit sector. Antoinette was a founding member and the first National Director of Training for the World Association of Business Coaches (WABC) where she co-developed an international coaching certification program, the Registered Corporate Coach (RCC). She is co-author of a best-selling book, *The Coaching Conversation*.





## **Lodestar Faculty Cont.**

### **Senior Faculty:**

Michael Forlenza, PhD, MPH, PCC, TIPC  
Wendi Wills El-Amin, MD, RCC, TIPC  
Kerri Lockhart, MD, FAAP, CPC, TIPC  
Greg Pawlson, MD, MPH, FACP, TIPC  
Lynn Black, MD, MPH, TIPC  
Sunny Nakae, PhD, MSW, TIPC  
Dianne Rizzo, RN, ACC, TIPC  
Lisa Ellis, MD, MS, MACP, TIPC  
Kiana S. Joersz, COO, J.D., TIPC  
Kate Deaton, MS, CPCC, TIPC  
Elliott Hirshberg, MD, TIPC  
Jean Johnson, PhD, RN, FAAN, TIPC  
Julie Donley, EdD, MBA, RN, TIPC  
Ken Jenkins, Ma.S, ACC, TIPC  
Laura Berenstain, MD, FASA, ACC, TIPC  
Stephanie Byerly, MD, CLC, TIPC

### **Associate Faculty:**

Kelly Hurst, M.Ed, TIPC  
Leslie Obeanusi, MD, RCC, TIPC

### **Director of Communications:**

Neil Gordon

### **Executive Administrator:**

Susan Poggio

*For additional information, please visit the [Faculty and Team](#) page of Lodestar's website*

 **Riverside  
University  
HEALTH SYSTEM**  
Public Health

Date: 05/31/23  
From: Kim Saruwatari, Director of Public Health  
To: Board of Supervisors via Purchasing Agent  
Via: Misty Plumley, Program Chief  
Subject: Single Source Procurement; Request for Trauma-Responsive Leadership and Facilitator Training

The below information is provided in support of my Department requesting approval for a sole or single source. (*Outside of a duly declared emergency, the time to develop a statement of work or specifications is not in itself justification for sole or single source.*)

1. **Supplier being requested: Lodestar Consulting & Executive Coaching, LLC**

2. **Vendor ID: Pending with Procurement**

3.  **Single Source**                       **Sole Source**

*(Single Source - is a purchase of a commodity or service without obtaining competitive bids although more than one source is available)*

*(Sole Source - is a purchase of a commodity or service that is proprietary or no other vendor is qualified or willing to meet the county specified requirements)*

4. **Have you previously requested and received approval for a sole or single source request for this vendor for your department?** (*If yes, please provide the approved sole or single source number.*)

**Yes**     **No**  
SSJ# \_\_\_\_\_

4a. **Was the request approved for a different project?**

**Yes**     **No**

5. **Supply/Service being requested:**

*(If this request is for professional services, attach the service agreement to this sole source request. The Purchasing Agent, or designee, is the signing authority for agreements unless the service is exempted by Ordinance 459, Board delegated authority or by State law. All insurance requirements must be met prior to work commencement. See the Risk Management website for vendor insurance requirements.)*

Lodestar will provide Trauma-Responsive Leadership and Culture Development and Trauma-Responsive Facilitator Training and Certification. Lodestar's courses are designed to make new learning readily accessible, intentionally centered on and in service to the pedagogical needs of the group and individual participants. Lodestar trainings represent thousands of hours of research, content design, and delivery across multiple industries

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Kim Saruwatari, M.P.H., Director

Geoffrey Leung, M.D., Public Health Officer

4065 County Circle Drive, Riverside, Ca. 92503 / 951.358.7036 / www.rivcoph.org

including healthcare, education, public health, government, law, and business. Lodestar's programs develop and support the emergency of awareness, recognition, and trauma-responsive interactions, and:

- Deliberately build trainees' capacity to create psychologically safe containers for the strong emotions that often surface while engaging in this work with others.
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Lodestar will provide learning modules that represent 3-days/24-hours of direct instruction and facilitation, with programming specifically tailored to meet: 1) needs of learner; 2) needs of the groups; 3) desired outcomes; 4) time considerations; and 5) sustainability. Proprietary Lodestar materials and methods will also be provided to course participants.

- 6. Unique features of the supply/service being requested from this supplier. (If this is a single source request provide an explanation of how this provides the best value for the County by selecting this vendor.)**

Lodestar has an existing relationship with California Department of Public Health. By partnering with the same company, Riverside County would have a consistent, standardized training format and shared language as we continue to transition from emergency response to post-pandemic operations. A common background would foster communication and enhance the capability of RUHS-PH to respond more effectively to future emergencies.

- 7. Reasons why my department requires these unique features from the vendor and what benefit will accrue to the county:**

Lodestar is unique in its approach to trauma informed/trauma response training, combining leadership and line staff training tech and resources. This provides a focus on the goal of creating sustained environment change and trauma informed resilience practices.

These tools and resources will provide staff with trauma informed coping skills to help with workforce resiliency and ultimately staff retention.

Lodestar offers live, direct instruction in both small and large facilitated groups. Instruction is given over three consecutive days. Instruction is facilitated by senior faculty and that have extensive experience in human resources, degrees include MDs, PHDs in nursing and clinical psychology, several master's degrees, and JDs.

- 8. Period of Performance:** From: July 1, 2023 through June 30, 2028

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Kim Saruwatari, M.P.H., Director

Geoffrey Leung, M.D., Public Health Officer

4065 County Circle Drive, Riverside, Ca. 92503 / 951.358.7036 / [www.rivcoph.org](http://www.rivcoph.org)


**Riverside University**  
**HEALTH SYSTEM**  
 Public Health

Is this an annually renewable contract?  No  Yes  
 Is this a fixed-term agreement:  No  Yes

*(A fixed-term agreement is set for a specific amount of time; it is not renewed annually. Ensure multi-year fixed-term agreements include a cancellation, non-appropriation of funds, or refund clause. If there is no clause(s) to that effect, then the agreement must be submitted to the Board for approval. No exemptions shall apply.)*

- 9. Identify all costs for this requested purchase. In addition, please include any single or sole source amounts previously approved and related to this project and vendor in the section designated below for current and future fiscal years. You do not need to include previous fiscal year amounts. If approval is for multiple years, ongoing costs must be identified below. If annual increases apply to ongoing costs such as CPI or other contract increases, provide the estimated annual cost for each consecutive year. If the annual increase may exceed the Purchasing Agent's authority, Board approval must be obtained. (Note: ongoing costs may include but are not limited to subscriptions, licenses, maintenance, support, etc.)**

Description:	FY 23/24	FY 24/25	FY 25/26	FY 26/27	FY 27/28	Total
One-time Costs:						
Lodestar BRAVE™ Trauma-Responsive Leadership & Culture Development Program 103 attendees @ \$4,880/ea	\$502,640					\$502,640
All of Us: Building Trauma-Responsive Cultures 103 attendees for FY23/24 @ \$1,250/ea 34 attendees for FY24/25-FY27/28 @ \$1,250/ea	\$128,750	\$42,500	\$42,500	\$42,500	\$42,500	\$298,750
	<b>\$631,390</b>	<b>\$42,500</b>	<b>\$42,500</b>	<b>\$42,500</b>	<b>\$42,500</b>	<b>\$801,390</b>

- 10. Price Reasonableness:** *(Explain why this price is reasonable or cost effective – were you provided government discounted pricing? Is this rate/fee comparable to industry standards?)*  
 Lodestar is offering a government discount of nearly 42% compared to their corporate rate. The discount is similar to the services that Lodestar provides to other local government agencies.

- 11. Projected Board of Supervisor Date (if applicable):** 07/18/23 8/29/2023  
*(Draft Form 11s, service agreement and or quotes must accompany the sole source request for Purchasing Agent approval.)*

Kim Saruwatari, M.P.H., Director

Geoffrey Leung, M.D., Public Health Officer

4065 County Circle Drive, Riverside, Ca. 92503 / 951.358.7036 / www.rivcoph.org

**Riverside University HEALTH SYSTEM**

Public Health

*Rachel Roman*

Rachel Roman

8/2/2023

Department Head Signature  
(or designee)

Print Name

Date

-----  
**The section below is to be completed by the Purchasing Agent or designee.**  
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Purchasing Department Comments:

**Approve**

Approve with Condition/s

Disapprove

Condition/s:

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Not to exceed:

One-time \$ \_\_\_\_\_

Annual Amount \$ \_\_\_\_\_ / per fiscal year through \_\_\_\_\_ (date)

*(If Annual Amount Varies each FY)*

FY 23/24 : \$ 631,390

FY 24/25 : \$ 42,500

FY 25/26 : \$ 42,500

FY 26/27 : \$ 42,500

FY 27/28 : \$ 42,500

*Meghan Hahn*

8/3/23

24-035

Purchasing Agent

Date

Approval Number  
(Reference on Purchasing Documents)

Kim Saruwatari, M.P.H., Director

Geoffrey Leung, M.D., Public Health Officer

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