

Amendment #3
Request for Proposal: ICMAHO/ICMA Code of Ethics Bias Assessment

Date of Issuance: 3/8/2021

The purpose of this modification is provide response to questions submitted on or before March 4, 2021.

Question:

Will ICMA will send out the member survey that the selected consultant designs and collect the survey responses for the consultant's analysis?

Answer:

Yes, ICMA membership is accustomed to ICMA sending out ethics surveys and are more likely to respond when the outreach comes from ICMA.

No additional changes have been made.

A decorative graphic in the bottom right corner of the page, consisting of several overlapping, semi-transparent squares in various shades of light blue and grey, arranged in a roughly triangular pattern pointing towards the top right.