



**Development
Bank of Namibia**

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PROCUREMENT MANAGEMENT UNIT

CLARIFICATIONS

Procurement Reference Number: SC/RFP/DBN-34/2025

Description: Provision of Training on Diversity, Equity, Inclusion and Accessibility (DEIA)

No.	Item	Comments/Response
1	<p>Clarification date: Monday, 2 February 2026</p> <p>What is the total Number of staff members earmarked for this training?</p> <p>Is the scope intended for the entire organization or specific departments?</p> <p>Will the training be centralized in Windhoek or should the consultant budget for travel to regional offices?</p> <p>Does the bank require a hybrid/remote training component, or should the methodology focus exclusively on in person facilitation?</p> <p>Over what specific timeframe does the bank expect the training rollout to be completed?</p> <p>Are there specific core competencies or intended learning outcomes DBN aims to achieve through this intervention?</p>	<p>Feedback date: Friday, 16 February 2026</p> <p>Entire Bank (150 employees)</p> <p>Intended for the entire organization</p> <p>It will take place at the DBN Head-office and virtual for the regional staff.</p> <p>In-person</p> <p>Before end of March</p> <p>Yes, it is an awareness training session under the provision of diversity, equity, inclusion and accessibility.</p>



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<p>Does the Accessibility component of the tender focus primarily on physical workplace infrastructure or should it include digital accessibility compliance?</p> <p>Are there distinct learner groups that require tailored curriculum modules?</p>	<p>Yes, it focuses primarily on physical workplace infrastructure.</p> <p>No</p>
<p>Have there been recent institutional changes or specific DEIA related challenges that the consultant should consider during the curriculum adaptation phase?</p>	<p>Yes, low representation of certain groups and accessibility barriers for employees with disabilities. To educate the employees on how to treat and work well with people living with disabilities.</p>
<p>To ensure sustainable training outcomes, will the successful consultant have access to relevant governance documents, HR policies or previous cultural audits?</p>	<p>No, the consultant should make use of DBN's annual report.</p>
<p>Which internal stakeholder or department will be responsible for the review and approval of the course content?</p>	<p>The Learning and Growth Unit – (Human Capital Department)</p>
<p>What previous DEIA, Conflict Resolution or emotional intelligence training has been offered to staff in the past three years?</p>	<p>DBN Rejuvenation & EI training that was hosted by Dr Dummi.</p>
<p>Due Date for submission: 19 February 2026</p>	<p>Revised Date for submission: 27 February 2026</p>

Rebecca Harpinge
 Head: Procurement Management Unit

Date 16/02/2026