



## Request for Proposals - Diversity, Equity, & Inclusion Facilitator

### The Philanthropy Connection

The Philanthropy Connection's mission is to inspire, teach, and enable women to engage in collective philanthropy in order to provide grants to charitable organizations that improve the quality of life for low-resource individuals and families living in Massachusetts.

### Background

The Philanthropy Connection is a volunteer-run, nonprofit women's giving organization with 285 members. The Board has 16 members. Our participatory grantmaking process centers around the creation of 16 teams of 8-10 members, led by a captain, deputy captain and finance lead who lead the discussion around the evaluation of applications at each stage of the grantmaking process. This typically involves 2-3 team meetings and a site visit with final applicants.

### Our Goal

The Philanthropy Connection requests proposals for a Diversity, Equity, & Inclusion Facilitator to help devise and implement policies, practices, programs, and organizational behaviors that foster authentic diversity, equity, and inclusion within The Philanthropy Connection, positioning the organization internally and externally for greater engagement and impact with diverse communities. We anticipate this work will take place over the next 18 months. The organization has some dedicated funding for this work.

### Context

Since TPC's founding, the organization has made grants to many organizations that work to make systemic change and has held many educational dialogues to inform members about social injustice. The Philanthropy Connection committed to taking action as an organization to advance an anti-racist dialogue and to further learning across generations. We recently updated our core belief statements to include:

- We believe that diverse women pooling their time, skills, and dollars, can positively impact their communities.
- We believe that understanding and dismantling systemic inequities, and intentionally including diverse experiences, perspectives, and voices in our community enables TPC and its grantees to achieve more informed, impactful outcomes.
- We believe in creating and sustaining a community that is inclusive, equitable, diverse, and fosters a brave space to which all people can bring their whole identities and authentic selves.
- We believe that building relationships and genuine connections is critical to cultivating the next generation of diverse women philanthropists.

## Qualifications

- Experience providing diversity, equity, and inclusion strategic planning and training, and a professional reputation of having successfully implemented the same.
- An effective facilitator.
- An understanding of organizational management strategies and tools, and experience successfully implementing organization procedures and organizational change.
- The ability to think deeply about organizational culture and turn that thinking and analysis into actionable plans that can be implemented to achieve concrete success in meeting our diversity, equity, and inclusiveness goals.
- Experience working with nonprofits or philanthropic institutions.

## Desired Deliverables

- An assessment of the current state of our organization's work on DEI, including review of the strategic plan to date from the perspective of TPC's commitment towards upholding our core belief statements.
- Diversity, equity, and inclusion training & capacity building over the next 12-18 months with an explicit focus on racial equity and the confluence of race, money and power for the board of directors, committee chairs, grant team leadership, and the general membership.
- Coaching and recommendations to the board of directors to embed DEI within our structures and culture moving forward in order to become a truly diverse, equitable, and inclusive organization.

## How To Apply

Please send RFP responses and inquiries to [connect@thephilanthropyconnection.org](mailto:connect@thephilanthropyconnection.org) with the subject line "DEI RFP Response." **Preference will be given to applications received before the deadline: September 15th, 2020 [extended from the original deadline].**

While funding details are still being finalized, we welcome proposals in the range of \$10,000 to \$25,000. Please feel free to offer a phased proposal or menu of options.

Response Requirements:

- Describe you/your firm's capabilities. Specifically, include your experience working with nonprofits and/or philanthropic institutions, and your ability to provide each of the desired deliverables.
- Provide a project outline and timeline.
- Provide your proposed fee, with detailed information about what expenses will be covered by the fee, and any variable expenses (e.g. travel reimbursement).
- List the principal consultants who will work directly on each component of this project, as well as their qualifications.
- Provide a client list, highlighting successful diversity, equity, and inclusion plan development and implementation.
- Provide three references from past clients.
- Include any additional information you deem pertinent to consultant selection.