



**GROUNDED
SOLUTIONS
NETWORK**
strong communities
from the ground up

**Consultant to Support Racial Equity and Inclusion (REI)
Request for Qualifications
10/2/20**

Background

[Grounded Solutions Network](#) is a national nonprofit dedicated to shaping communities to be inclusive and filled with opportunity for all. As a membership organization, we partner with over 200 members in 44 states, Washington, D.C. and Puerto Rico to support and grow a shared equity housing sector serving nearly 255,000 families. Our work specifically targets creating and expanding the resources dedicated to community-led housing with lasting affordability, using a racial equity lens. Grounded Solutions Network is focusing on race and anti-black racism as an organizational strategy decision, with the understanding that all systems of oppression are connected, and so we do our racial equity work through an intersectional lens.

Grounded Solutions Network is committed to fostering an organizational culture rooted in critical thinking and consciousness about race and class. For the past four years, with the help of skilled consultants, we have made significant strides on our path towards becoming an anti-racist, multicultural organization and centering racial equity in our work. We have a staff REI Committee, POC and white caucus meetings, and regular discussion/learning opportunities. Grounded Solutions is led by a Black CEO and currently 41% of staff and 47% of board members identify as people of color.

Some of our key REI goals include:

- Creating an anti-racist organizational culture
- Building skills to talk about race and confront racial tension, internally and externally
- Working to advance racial equity in our sector

We are seeking to engage one or more qualified consultants to guide the committee and organization through its next phase of learning and transformation.

Scope of Work

We are seeking one or more qualified consultant(s) to support us in an on-going consulting contract to provide as-needed services for the activities listed below. We anticipate requiring an average of 8 to 10 hours of consulting per month starting fall 2020 through 2021 year-end. Our current proposed activities include providing:

- Support to staff of color, especially Black staff, in dealing with the pain of living with systemic racism and the current divisive atmosphere in our country.
- Support to all staff in talking about race and racism externally (with members, clients, etc.) as this is now an overt and prominent part of Grounded Solutions work.
- Support developing a strategy (communications, trainings, etc.) to bring members and other stakeholders into better understanding of existing racist structures the sector needs to focus on dismantling.
- Support to the REI Committee to redefine its role and function and support transitioning leadership from the current co-chairs to new co-chairs.
- A limited number of hours advising on internal policies and practices to promote an anti-racist culture.



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Capabilities and Qualifications

- At least 5+ years' experience helping nonprofit organizations adopt anti-racist policies and practices in organizations and their external programs and services
- Experience conducting workshops or trainings that build skills and comfort talking about race and racism
- Effective meeting and process facilitation skills
- Knowledge about affordable housing/community development sector and/or the intersection of race and place strongly preferred
- Experience conducting virtual meetings strongly preferred

To apply

Please submit a proposal (no longer than 3 pages) with the following information:

1. Description of consultant/team-name, location, and contact information.
2. Description of consultant/team's credentials and expertise, including highlights of any capabilities and qualifications that align with above.
3. Description of your experience and/or approach delivering the types of services described above.
4. Listing of at least 3 recent references with whom you worked on similar types of services. Please include contact information and 2-3 sentence description of services.
5. Proposed contracted hourly rate or other fee structure.

We will evaluate responses as they are received and follow-up with applicants.

Submission

Please submit responses to info@groundedsolutions.org by **October 23, 2020**. Please contact Rachel Silver at rsilver@groundedsolutions.org with any questions about this engagement.