

**Release Date:** 7/26/2019

**Number:**

**Service Needed: Equity, Inclusion and Anti-Racism Facilitator**

### **About Neighborhood House**

Neighborhood House is one of the oldest social service agencies in the Puget Sound region and has a long history of working with King County's immigrant, refugee and low-income communities. Our mission is to partner with diverse individuals and families to build community and achieve their goals for health, education and self-sufficiency. Last year, Neighborhood House served over 12,000 individuals of all ages through programming in the areas of early childhood education, youth development, family & social services, aging and disability services, employment & adult education, housing stability and community health.

### **Equity, Inclusion and Anti-Racism Facilitator**

Neighborhood House is seeking an individual or group to provide an equity, inclusion, and anti-racism training on anti-racism, equity, and inclusion to a leadership team consisting of 20- 40 Directors, Managers and Supervisors, with the possibility of future follow-up trainings with this group and/or other agency staff. The ideal candidate will have experience in presenting about anti-racism, equity, and inclusion to large groups and other similar non-profits with a focus on institutional racism as the foundation for oppression in this country while acknowledging the intersectionality of other oppressions. We have a very diverse staff who identify with multiple oppressions as well as a large percentage of foreign born staff who have experienced their own forms of oppression. Our staff come from varied backgrounds with differing levels of familiarity with the history of racism in the United States and differing levels of understanding of institutionalized oppression. Facilitators must be able to relate to, connect with, and reach a diverse audience.

### **Scope of Work**

- Facilitate an equity, inclusion, and anti-racism training in the fall of 2019 (dates to be determined) in the Seattle area. Other training options such as multiple half days could be proposed.
- Advise Neighborhood House on follow-up trainings and expansion of our equity, inclusion anti-racism work if needed.
- Provide a common understanding (concepts and language) to our agency leadership on the history and systemic nature of racism in the United States
- Provide a framework to address/acknowledge the intersectionality of other -isms/oppressions through the lens of anti-Black racism in the United States.
- Address how racism and other forms of oppression often play out within different institutions within society as well as within our own agency.
- Provide tools to assess our own agency and our programs to identify and address institutional oppression and move toward equity and inclusion as an agency as well as within the larger social justice movement.



NH reserves the right to re-bid services for any reason and makes no promises regarding minimum levels of services or products that will be purchased through this RFQ.

#### **Evaluation Criteria**

- Meets Qualifications
- Level of Experience
- Relevance of Experience
- Availability
- Cost/Rate for Services

#### **What to Include in Submissions**

- Description of the facilitator's philosophy and approach and how you would go about framing this training for Neighborhood House.
- Summary of curriculum and content covered in trainings
- Rates: Price per Hour and total anticipated hours/costs to complete scope of work
- Description of facilitator's relevant experience and other similar agencies/audiences presented to.
- Description of bidder's availability for this project in Sept or October 2019
- Please provide at least one reference contact person from a past client.
- Others materials: Bidders discretion.

**Other Requirements:** Facilitator must have a Washington State Business License or be eligible to do work as an independent contractor in Washington State.

**Submission Close Date:** 8/10/2019 or until filled.

**Questions:** Jomar Figueroa, [jomarf@nhwa.org](mailto:jomarf@nhwa.org)

**Submit To:** Email submissions to: Jomar Figueroa, [jomarf@nhwa.org](mailto:jomarf@nhwa.org)