Summary

The Colorado Trust Health Equity Advocacy (HEA) Cohort, a group of 18 organizations across the state, is seeking a Racial Caucusing Consultant(s) to facilitate racial identity based caucusing. The caucusing work would include, but not be limited to: continuing to individually and collectively understand racial identity development; understand how systems of oppression, including white supremacy, are root causes of health inequities; and create spaces that allow white people and people of color to process and understand how they and/or their organizations may be maintaining systems of oppression.

Note: The HEA Cohort is releasing two additional RFPs. One is seeking support for organizational transformation at the eighteen organizations that make up the HEA Cohort and the other is seeking support for training a broad set of actors in Colorado that work on improving health equity. Individuals selected to be our Caucus Facilitators will not be selected for the other RFPs.

Section I: Overview and Background

The Colorado Trust (The Trust) is a foundation dedicated exclusively to the health and well-being of the people of Colorado. The Trust believes that all Coloradans should have fair and equal opportunities to lead healthy productive lives regardless of race, ethnicity, income, or where we live. The Trust uses a variety of grant making strategies and approaches to advance health equity for all Coloradans. One such strategy has been the Health Equity Advocacy (HEA) field-building initiative.

With the HEA initiative, The Trust aims to advance health equity policy solutions through a field-building approach led by eighteen grantee organizations (the “HEA Cohort”). Field building involves identifying shared values, framing the work of health equity in terms of those values, developing and broadly communicating shared messages that fit the values frame, training in the use of shared messaging, and building the capacity and skills needed to work in partnership with affected communities and influence an ever-changing policy landscape. The HEA Cohort leading this work includes policy advocacy organizations, direct service providers, and community organizing entities that advocate for, serve, and/or engage communities across the state of Colorado.

Central to the HEA initiative is the understanding that race, ethnicity, income, geography, zip code and other social conditions, collectively referred to as the “social determinants of health,” are at the root of persistent health disparities facing Coloradans. In addition, the HEA Cohort understands that inequities in health and social status are systemic due to the influence inequitable policy decisions and social conditions have on life chances and health outcomes. Due to the structural nature of inequality and racism, individuals in positions of influence often inadvertently perpetuate inequitable outcomes unless
they dedicate sustained learning and attention to creating an organizational culture within the cohort that leads to collective liberation.

The capacity and skill building work of the HEA initiative centers on four spheres of influence:

- **Sphere 1** is made up of individuals from Cohort organizations that participate in the leadership and engagement work of the HEA Cohort;
- **Sphere 2** is made up of the individuals and the internal policies, practices, and procedures at the eighteen Cohort organizations;
- **Sphere 3** is made up of the outward facing work of Cohort organizations and the work of other entities and individuals that Cohort organizations partner with outside of the Cohort in their health equity work; and
- **Sphere 4** is the health equity advocacy field.

This RFP is connected to and pushes forward the work of Sphere 1.

The HEA cohort actively acknowledges the role of race and structural racism in health inequities. The HEA cohort seeks consultants —to be comprised of at least a multiracial team of two people, with one person identifying as a person of color and one person identifying as white—to facilitate racial caucusing groups for people of color and white people. The caucusing work would include, but not be limited to: continuing to individually and collectively understand racial identity development; understand how systems of oppression, including white supremacy, are root causes of health inequities; and create spaces that allow white people and people of color to process and understand how they and/or their organizations may be maintaining, consciously or subconsciously, systems of oppression.

It is important to note that while the contract for this work would be through The Colorado Trust, the consultant(s) would work directly with the Racial Equity (RE) Team of the cohort and would be accountable first and foremost to cohort members. The consultant(s) would take direction and feedback from cohort members, with The Colorado Trust serving as a thought partner in these conversations.

**Section II: Services Needed**

1. Facilitate and manage multiple POC and white person caucuses in urban, rural, and suburban settings. This contract will be for at least one year of caucusing, which will occur at least bi-monthly, with 2-4 concurrent caucuses at the state-level cohort convenings. Cohort convenings occur 3-4 times per year.
2. Facilitate additional joint caucus meeting(s) at discretion of the RE Team and the facilitator.
3. Meet with the RE Team at least once per quarter for report backs and check-ins; to take leadership from the Team; have cohort accountability; and create connectivity across caucuses.
4. Interact with the Evaluation & Strategic Learning Consultant, Social Policy Research Associates (SPR), to provide perspective and feedback as to how the work is progressing overall with the cohort.
5. Work in partnership with other contractors/trainers working with the cohort as requested to build synergy between capacity building efforts.

Section III: Qualifications

The ideal candidate(s) will:

- Have individual relationship building expertise
- Have group facilitation expertise
- Be a team comprised of a person of color and a white person
- Can travel to rural communities in Colorado
- Have experience working with other facilitators or technical assistance providers
- Have demonstrated experience and expertise in leading caucusing
- Have expertise and demonstrated experience in intersectionality with a race-forward lens
- Can hold people accountable but recognize the limits of cross-organizational work
- Have experience helping groups moving forward when they get ‘stuck’ or encounter tensions or conflict, and then grow from that tension or conflict and continue to build momentum
- Be willing to facilitate caucusing across rural and urban areas, on timelines that work for the cohort grantees

Please also address the following considerations:

- Willingness to work with other trainers/consultants working with the HEA Cohort.
- Experience working with urban, suburban, and rural communities.
- Experience working with people of color and diverse cultural backgrounds.
- Experience working cross-organizationally; preferably by showing examples and a client list.
- How will consultants work with The Trust and cohort members? Especially given the varied organizational types and geographic locations of cohort members?

Section IV: Management of Contract

The Organizational Equity Trainer & Consultant will be an independent third-party contracted directly with The Trust. Travel costs will be billed separately from the contract.

Section V: Equipment and Systems

The contractor will be expected to use their own computer equipment. The contractor will be expected to have their own workspace. Black and white printing of documents needed for the listed activities will be provided as necessary. Access to a conference call line and/or webinar service will be provided as needed. Rooms for group trainings and technology for recording trainings will also be provided.
Section VI: Proposal

Proposals must include the following elements, in order. Proposals should only be in MS Word or PDF format. Our intent is for the proposal writing and reviewing processes to be expedient and not overly burdensome. Your brevity is appreciated. Please send a complete proposal that includes the above elements to Noelle Melchizedek by 5 p.m. MT on June 1, 2017.

1. CONTACT INFORMATION
   a. Provide your name, organization (if appropriate), and contact information.

2. SCOPE OF WORK
   a. Describe how you will address the caucusing needs, described in Section II, of the cohort and include your qualifications for the needed services.

3. ORGANIZATIONAL EQUITY TRANSFORMATION EXPERIENCE
   a. Describe your experience facilitating racial identity based caucusing, including any work on similar projects.

4. SOCIAL DETERMINANTS OF HEALTH
   a. Describe your experience and understanding of and experience with health equity, racial equity, and the social determinants of health.

5. PROJECT COORDINATION and HEA COHORT
   a. Describe how you plan to manage the project and communicate and coordinate with the HEA Cohort.

6. COST
   a. Provide a cost plan for the services needed.

7. RESUME
   a. Provide your resumes, and/or background and skills for individuals that will provide services under the proposal.

8. REFERENCES
   a. Provide names and contact information for up to three references who can speak to your experience.

Section VII: Timeline & Questions

TIMELINE
Proposal deadline = June 1, 2017
Proposals reviewed and questions to applicants expected = June 16, 2017
Final decision expected = June 30, 2017
Work expected to begin = July 14, 2017
Work expected to end = July 13, 2018

QUESTIONS
Questions can be directed to Noelle Melchizedek at noelle@coloradotrust.org. Please include “RACIAL CAUCUSING CONSULTANT/S” in the subject line.