Evaluation of Health Equity Learning Series 5.0
Request for Letters of Interest

About The Colorado Trust
The Colorado Trust (The Trust) is a private, statewide health foundation that was created in 1985 with the proceeds from the sale of PSL Healthcare Corporation. Dedicated to advancing the health and well-being of the people of Colorado, The Trust's long-term vision is that all Coloradans have fair and equal opportunities to lead healthy, productive lives regardless of race, ethnicity, income or where we live.

About Health Equity Learning Series (HELS) 5.0
HELS 5.0 is an 18-month funding strategy with two tracks. The first track, called Traditional HELS, consists of a series of four health equity talks given by experts in the equity field. Each speaker gives a talk to a live audience in Denver, which is video-recorded and then shown as part of facilitated workshop events in 20 communities throughout the state in the months following the live talk. The goals of this track are to:
- Provide new perspectives about social determinants of health, their relationship to issues of oppression and equity more broadly, and solutions to advance equity in communities.
- Create a forum through which participants can learn and discuss these issues with other community members with the help of a trained facilitator.
- Encourage participants to act upon what they learn from the series.

The second HELS track, called Community Leaders in Health Equity (CLHE), is comprised of both the Traditional HELS speaker series and an 18-month intensive, coordinated equity and health equity curriculum for 12 participants per region (view the map of regions). Participants are recruited and supported by grantee organizations. The goals of this track are to:
- Use the lens of health equity to support growth of a group of individuals with strong ties in the community and an existing interest in equity, to gain a deep, meaningful analysis of power, privilege and oppression as it relates to their communities and themselves.
- Train a group of leaders to be able to better apply and act upon this knowledge to support and implement health equity changes in their communities.

Evaluation
The Trust is looking for qualified evaluators who are willing to partner with our HELS team. We want to explore new ways of evaluating how participants evolve in their understanding of oppressive systems, and how these systems are fundamentally linked to health inequities and health equity solutions in Colorado and beyond. The curriculum supports participants in learning about different forms of oppressions including sexism, racism, classism, heterosexism, cissexism, nationalism and language oppression. Together with the HELS team, the evaluator/evaluation team will design and conduct an evaluation that will help to understand the impacts of both tracks of this strategy, which aims to increase participants' knowledge and awareness of the causes of inequities.

We are looking for an evaluation team who is willing to take this equity journey with us. This includes being open to having one's beliefs challenged, engaging in this work as a partner as well as an external evaluator and being comfortable with ambiguity. We anticipate that the evaluation will be multi-level in nature, assessing awareness and impacts among HELS grantee organizations in both tracks, participants in the CHLE track, and attendees of the HELS speaker series.

Qualifications and Expectations
- Evaluator or team of evaluators who are able to travel throughout Colorado to attend periodic grantee trainings and meetings
- Ability to meet with The Trust's HELS team quarterly in person in Denver
- Evaluate CLHE participants on an ongoing basis, throughout and after the program
- Experience in mixed-methods evaluations
- Demonstrated ability to work in communities of color, low-income and working-class communities, immigrant and refugee communities, and non-English speaking communities
- Familiarity and flexibility working in both rural and urban areas
- Demonstrated commitment to equity in evaluation practice, particularly as it relates to racism, classism, sexism, nationalism and language oppression
- Willingness to explore and discover with The Trust potential new and creative ways to evaluate this work
- Comfort with flexibility and a willingness to learn from failure.

Budget and Timeline
The budget for this project is up to $200,000 over 24 months, approximately May 1, 2018 - May 1, 2020.
Letters of interest due: Friday, March 30, 2018 by 4 p.m. MST
First in-person interviews: April 12-13, 2018
Second in-person interviews (if needed): Date(s) in late April to be determined
Contract begins: May 1, 2018

Application Process
In no more than five pages, please write a letter of your interest to engage with The Trust's HELS team on this project.
- Describe your team. Name team members and how their social identities inform their evaluation work. Please include a short bio for each, and identify the team lead who will be primarily responsible for interactions with The Trust's HELS team.
- Describe your team's evaluation experience and how you apply an equity lens to your work, particularly as it relates to sexism, racism, classism, heterosexism, cissexism, nationalism and language oppression.
- Please give an example of how you have worked in at least two of the oppressed communities mentioned above (women and female-assigned people, people of color, low-income and working-class people, LGBQ people, transgender and gender non-conforming people, immigrants and refugees, and non-English speakers) and shown flexibility as an external evaluator.

Please create a PDF of your letter and email it to HELSevaluation@thecotrust.org by 4 p.m. MST on Friday, March 31, 2018. Your letter should be no more than five pages, and should be the only file attached to your email; please do not include attachments such as work samples, letters of reference or CVs with your submission. If you have questions, please contact Gwyn Barley, vice president of Community Partnerships & Grants, at gwyn@coloradotrust.org or 303-539-3016.