



**EQUITY CONSULTANT TEAM
REQUEST FOR PROPOSALS
Deadline: April 9, 2021**

Catalyst of San Diego and Imperial Counties (“Catalyst”) is seeking an experienced consultant or team to guide our staff and board of directors through a series of racial equity trainings. We encourage inquiries from people offering holistic approaches to healing; learning and teaching; and the inclusion of a multitude of practices, including but not limited to trauma-informed and practices not standard in a traditionally white-centric culture of “professionalism.” We recognize the potential for trauma while leading this work and will strive for open, honest communications throughout and commit to creating an environment that respects and protects the consultants.

Catalyst champions equity and opportunity as part of a comprehensive approach to our vision of an equitable, collaborative, and impactful social change ecosystem that improves the lives of all San Diego and Imperial County residents, understanding that to achieve an end state of thriving communities we must center the most marginalized. Our learning and fund-distribution services combine to motivate philanthropic and investment institutions and individuals to redistribute power and funds to those most affected by negative impacts of historical and current inequities, particularly Black, Indigenous, and people of color. We do this through continuous learning and unlearning as an organization, refining our operations, engaging meaningfully as a partner and advocate with community members, and creating opportunities for our members to join us in these practices. We are a primarily white-led organization which we acknowledge affects the way we do this work; as individuals and as a collective we are examining how white supremacy plays out in our lives, workplace, sector, and society.

We began our equity journey in earnest five years ago with a year-long series of equity trainings leading to an intentional centering of equity in our mission, vision, and strategic planning. Since then, our organization has evolved within this framework and new staff and board members have joined. As we continue on this journey, it is time for a disruption of our comfort zones and a regrounding in action-oriented learnings and unlearnings.

Project Goal

The consultants will work with the Catalyst Equity Committee (including board and staff members) to design and lead a series of racial equity training sessions for board and staff, as separate groups and/or in combination. (One model we envision might be a training for staff, a training for board members, and a combined session for reflection together.) We are eager for “homework” between sessions to deepen our individual growth, facilitate our collective dialogue between trainings, and guide our actions. We are flexible on the approach taken and seek an experienced consultant to develop a customized approach to this project, part of an ongoing journey of learning/unlearning and action.

Deliverables

1. A racial justice training for staff.
2. A racial justice training for board of directors.

Timeline: 4-8 months

- Period 1: Pre-meetings with staff and board
- Period 2: Trainings with staff and board (together and/or separately)
- Period 3: Post-meeting(s) with staff and board

Compensation

Please submit a project-based budget not to exceed \$10,000 USD. Catalyst typically pays 50% upon contract signature and 50% upon project completion.

Other information

Catalyst seeks to support regional capacity and, thus, the ideal candidates are based in San Diego or Imperial County.

Catalyst is committed to seeking out vendors who reflect the diversity of the people, organizations, and communities in San Diego and Imperial Counties, and who are aligned with our mission and values as outlined in our [Strategic Framework](#).

We request that you provide us with details if your organization meets one or more of the following criteria:

- a. Company leadership and/or ownership of Native American(s), individual(s) of color, refugee(s), immigrant(s), individual(s) with disabilities, women, LGBTQIA+ people, or veterans.
- b. Socially responsible (We define socially responsible as organizations that have environmentally friendly/green/sustainable practices and/or living wage policies or providing job training opportunities to individuals needing assistance such as re-entry from the criminal justice system.)
- c. Based in San Diego or Imperial Counties.

Also if you have a [Disadvantaged Business Enterprise](#) certification, or similar certification, please include with your proposal. The information you provide will be kept confidential and is for internal use only.

Catalyst Suppliers will not discriminate in hiring and employment practices on grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, pregnancy, political affiliation, or disability.

To apply

Email your response (an approximately two-page proposal that includes an overview of your interest, which may include your approach to designing sessions like this, and your relevant experience/qualifications, plus a project-based budget) to ashley@catalystsd.org. Should you have questions please address them to the same email by April 2. Submissions will be accepted until end of day April 9, 2021.