



**EQUITY CONSULTANT TEAM
REQUEST FOR PROPOSALS
Deadline: March 22, 2023**

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 racial equity training. We encourage inquiries offering holistic approaches to healing 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 seven 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 to design and lead a training experience on structural racism and dominant culture. This training should go beyond the basics and center around exploring how these themes show up in the social change ecosystem (for example: philanthropy, nonprofit sector, government, etc.). We anticipate all staff and board members will participate in all trainings. The combined group will be around 20 participants.

We are flexible on the approach and format taken for these trainings. Participants will come prepared to apply the learnings to our organization and its operations so the design of these trainings should be conducive to that.

Deliverables

Training(s) for staff and board. This can be a single session or multiple sessions over a period of time.

Timeline

- Period 1: Pre-meeting with the Catalyst Equity Committee to finalize design for training(s).
- Period 2: Training(s) with Catalyst staff and board.
- Period 3: Post-meeting with the Catalyst Equity Committee to debrief this project.

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 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 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 March 15. Submissions will be accepted until end of day March 22, 2023.