

TRANSFORMATIONS YOUTH ORGANIZATION

Request for Proposal (RFP) for Racial Justice & Equity Consulting

Date of Request for Proposals: 11/20/19

Summary

Transformations Youth Organization seeks a consultant (or pair/team) to work with us to pursue organizational transformation in the areas of racial justice, addressing anti-Blackness and aiming for equity and inclusion. We seek to do a full organizational assessment of our practices around transformative justice, diversity/equity/inclusion (DEI), anti-oppressive practices and engage in trainings as needed of our staff and our board, and to work with us to create a blueprint we can follow to make concrete improvements in each of these areas.

About Transformations

Transformations is a transgender, gender non-conforming (TGNC) and gender expansive organization that serves young people (12 - 24 years old) who self-identify as TGNC or are questioning their gender identity. Our organization is only three years old and until recently functioned without an Executive Director and was lead by a board. Recent growth and a desire to be more impactful as an organization led to the addition of an Interim Executive Director and a more formalized staff structure.

We currently provide three programs to the greater Kansas City community. We host a general social and support group for TGNC young people (12 - 18 years old) that is focused on unique peer-support and informal mentorship, led by TGNC adult advisors. This group meets the 1st and 3rd Tuesdays of the month from 6-8pm. At the same time a separate parent and guardian group meets for adults caring for their TGNC youth during this time as well. This group is not facilitated by our staff team, but is found to be a great peer resource for parents.

We also host a new monthly support group for all transgender young women (16 - 24 years old) focused on empowerment, resiliency, life skills development, peer-support, and is led by trans women-of-color advisors. This group meets on the 3rd Wednesdays of the month from 6-9PM. All our groups meet at the Center for Spiritual Living, 1014 W 39th St, KCMO.

Our Racial Justice & Equity Focus

As an organization, we value diversity, equity and inclusion, but we've noticed some of our practices have led youth and advisors of color to feel left out or not considered.

Our general drop-in youth group has typically 6-15 youth per meeting. The majority of our youth who attend are white trans boys, white trans-masculine youth or white nonbinary youth attend. Many of our white youth who attend have supportive guardians and parents who bring them to group. The guardians then may choose to hangout during drop-in group in their separate guardian support space. Most of our youth of color who attend group are either older youth (17+), transported from the local shelters, and/or in state custody. Our new transgender young women's group, while led by trans women of color staff and guest advisors, is still new and we are unable to determine what types of demographics of transgender young women this will attract.

On leadership, while our advisor/staff leadership is over half people of color (a non Black, multiracial trans woman as Program Director, a white trans man as Lead Advisor of our general drop-in group, a Black multiracial trans woman as Lead Advisor of our young women's group, and a white nonbinary person and Black nonbinary person as our two advisor) our current Interim Executive Director is a queer, white woman, the board contains nine members, five who identify as trans (non-Black, trans people of color / 2 white trans people) and four who identify as cis white women.

We have intentionally built our programming around five core frameworks of youth advocacy (anti-oppression, trauma informed care, positive youth development, harm reduction and transformative justice) but some of our staff are much more familiar with using these frameworks than others. We have developed a model that pays all of our trans and gender-expansive staff stipends for their roles, time, energy and wisdom. We pay stipends to all guest advisors as well. We recognize ongoing challenges with our leadership structure, accountability and racial/gender power dynamics that prevent us from achieving the change we want to see and believe is necessary. We want to be an organization that values all trans and gender-expansive youth of color and is a safer space for all young people who seek our services.

We aim to take the first step in a long-term process towards becoming a more diverse and inclusive organization that is representative of a variety of trans experiences and can more authentically and effectively advance equity through all aspects of our work. Long-term, we hope to achieve equity within the organization, especially addressing anti-blackness and racial equity, and transform our organization into one that has equity, inclusiveness, anti-oppression, and anti-racism as its foundation. We see individual-level trainings and assessment as necessary to pursuing the systemic changes we seek, but hope to focus primarily on systemic change. While race and racism is our primary focus, we hope our process can be broader as well to consider other forms of oppression and how to combat them in our own organization and through our work.

To begin, we are seeking an organizational assessment and assistance with a planning process that can be informed by this assessment, and a racial equity training that should accompany the assessment and planning processes. This process should create a concrete, actionable plan for organizational transformation. In the future, we may work with the same

consultant (or team) to provide ongoing support and guidance, but we're not able to foresee that aspect of the work at this stage.

Description of Desired Outcomes

At the end of this process we would like to see the following outcomes:

- Assessment – In-depth, multidimensional information gathering with data on our community, our field, and our organization that includes a review of internal policies, norms, structures, power structures, and workflows.
- Blueprint - An outcomes-based blueprint for organizational transformation that goes beyond surface level changes to make us more racially just, inclusive, and more capable of effectively advancing equity through all the work we do. The blueprint should include recommendations presented as long-term and short term measurable goals to help us achieve organizational change.
- Training – 2 days of racial justice & equity training for staff and board that includes interactive exercises, case studies for small group discussion, and a focus on intra-agency oppression and cohesion

What we're looking for in a consultant/team

We would like a consultant (or team) to be our partner and our guide in moving us closer to our goals, though we understand that significant capacity, commitment and leadership is necessary within our organization and that we cannot rely on external folks to do all of the work for us. We hope to take the consultant's input to determine the length of time within which we work together, and to help us better shape our goals for this process and of course the shape of the process itself.

We are seeking an adaptable consultant (or team) with experience in the nonprofit sector and a well-rounded understanding of the trans community and issues they currently face. Ideally, if a team is applying, we would like to see multiple diverse identities represented in the team. In addition, we would like to work with a consultant or team who has experience with holding leadership accountable, while also supporting them to improve. We hope that any team or consultant would approach the work with creativity, intersectionality, compassion, and the value of relationships in mind.

Proposal Content

Interested parties should submit the following:

- Proposed consulting plan, project approach, and rough time frame
- Budget
- A list of past clients
- Biographies or resumes of all relevant team members
- References, with contact information
- Contact information for all relevant team members
- Work samples of action plans provided to other organizations

We have allocated \$2,000-\$4,000 for our budget range for this scope of work. Travel and lodging expenses may be included separately. Depending on the consulting proposal submitted, we also may be interested in reviewing a retainer model for additional consulting hours we may need on continued organizational growth equity and focus for next year. We will review proposals on a rolling basis, and plan to include an interview phase prior to making a final decision.

Timeframe

We will prioritize proposals that are submitted by Friday, December 20th (End of Day).

We recognize this is an ongoing process, and hope to work with the consultant during this initial phase of our work to plan for ongoing training. We hope to begin work with a consultant as soon as possible and would like to work with the consultant to develop an appropriate timeframe and timeline.

Contact information

Please submit your proposal as a single PDF to Hailee Bland Walsh at hailee@citygymkc.com

including any questions, clarifications, or anything else.