

## **Request for Qualifications: Racial Equity Training**

### **Summary of Required Services:**

Training and consultation for a cohort of homeless service providers to create a racial equity and justice framework which will support organizations in addressing racial disparities among people experiencing homelessness; identifying and working to eliminate structural and institutional racism; and training to providers to examine policy and procedures using an anti-racist and equity lens/framework.

### **Background:**

Partners for HOME (PfH) serves as the lead agency for the Atlanta Homeless Continuum of Care and is executing the goals of the CoC's strategic plan, ClearPath. A priority of ClearPath includes addressing racial disparities among people experiencing homelessness.

### **Funds available:**

Total funding of \$70,000 is available for this initiative through private philanthropic dollars.

### **Scope of Work:**

#### **Requirements:**

- Demonstrable experience, expertise, and understanding providing effective and engaging assessment, analysis, and training in racial equity.
- Successful track record training diverse groups of providers who work with people experiencing homelessness.
- Skilled and experienced trainer/facilitator who can create and facilitate dialogue in a group and individually.
- Provides a plan for incorporating people with lived experience in curriculum development and training.

**Requested Services:** PfH seeks responses for the following training and consultation support and may make multiple awards to one or more entities. Entities may apply for one or more training areas:

- Organizational and Cultural Assessment:
  - Conduct listening sessions with relevant staff, leadership, Boards, and clients
  - Organizational policy and procedure review and recommendations for changes
- Racial Equity Alignment
  - Equip organizations with fluency and comfort about what racial equity means, disparities in homelessness, and ability to interrogate personal biases/worldview
- Racial Equity Implementation
  - Develop a set of norms and agreements for staff to engage in candid and authentic conversations about race without losing psychological safety
  - Develop a healing racial equity assessment report with defined vision, values and practice statements

- **Racial Equity, Inclusion and Competency:**
  - Training for homeless service providers which outlines how and why racism creates disproportionate number of black people experiencing homelessness in Atlanta.
  - Training on implicit bias to examine our own roles in perpetuating oppressive stereotypes and misinformation, be it subconscious or otherwise.
  - Training for providers to address racially based micro-aggression in the workplace.
  - Include tangible ways that providers can reduce racial disparities in homelessness internally through organizational policy and procedures as well as externally through service delivery, evaluation of program rules, requirements, and access, among other things.
  - Training to ensure people with lived experience have a decision-making seat at the table internally and at the system level.

**Term:**

Dependent on proposals and training series timelines.

**Reporting and Outcomes:**

- Quarterly progress reports
- Quarterly financial reports
- Performance outcomes as determined through funding awards and contracting and based on specific training series

**Application:**

Narrative not to exceed two pages, single spaced, one-inch margins, 11-point font. Budget and Budget Narrative: budget may be in a spreadsheet and narrative may not exceed one page, single spaced, one-inch margins, 11-point font.

- Please submit a summary of your organization’s expertise and ability to meet the Requirements outlined within this RFQ.
- Describe your capacity for new training projects and your ability for roll out within 60 days. Include a detailed outline of the proposed training curriculum, the frequency, and number of participants that will be trained.
- Discuss your organization’s commitment to and knowledge of Housing First—be specific and provide examples.
- Describe how you will provide the training in the current environment and in the event the pandemic ends.
- Discuss your experience and success with providing the type of training you are proposing to provide. Please provide specific examples with references and/or evaluation results from prior trainings.
- Budget and financials:
  - Program budget and organizational budget
  - Two years of audited financials (not included in page limit)

**Questions and Submission**

All questions regarding this RFQ should be directed, in writing, to [info@partnersforhome.org](mailto:info@partnersforhome.org). Responses should be submitted in electronic format to [info@partnersforhome.org](mailto:info@partnersforhome.org). Hardcopy responses will not be accepted. Completed proposals must be submitted electronically to [info@partnersforhome.org](mailto:info@partnersforhome.org) by Tuesday, July 22, 2022 by 5 p.m.