



**Request for Information
Diversity, Equity, and Inclusion Consultant to Caring for Colorado**

About Caring for Colorado

Mission: Caring for Colorado works to create equity in health, well-being and opportunity for Colorado's children and families.

Our Commitment to Equity: We believe that Colorado prospers when all our children, youth and families thrive. We intentionally direct our resources to those denied opportunity in our society. We stand together with communities to create policies, environments and systems that support the goal that every child in Colorado has love, stability, support, and opportunity.

Our Values: Integrity, inclusion and commitment are the core values that guide our work with partners, communities, and each other

Learn more about Caring for Colorado [here](#)

History

In 2017, CFC staff and board established an organizational goal of enhancing our capacity for understanding and deepening our organizational and programmatic commitment to diversity, equity, and inclusion (DEI). Through this work, we aim to strengthen our ability to have informed constructive conversations; deepen our perspectives and voice on topics of race, gender, sexual orientation, disability, poverty, and other topics related to power, justice and social inequities. Ultimately, the outcome of this work is to better realize our mission to create equity in health, well-being, and opportunity for Colorado's children and families.

To date, the foundation has pursued the following on our DEI journey:

- Conducted a comprehensive organizational assessment of our DEI practices as an organization.
- Developed organizational goals and workplans to bring changes that were highlighted in the DEI assessment.
- Formed an on-going DEI committee (paused during COVID lock down) to reflect on organizational needs and opportunities. This included staff directed learning (discussion groups).
- Contracted for educational workshops from DEI consultants on a range of topics including: identity, use of language, bias, history of Colorado and the legacies of racism and oppression.
- Developed guiding principles for the foundation that explicitly highlight populations and communities that are our priority in grantmaking.
- Developed board approved position statements that reflect the foundation's values on a wide range of health, economic, and social inequities.

Scope of Work

To support the foundation's continuing efforts to learn, grow, assess, and act, we are seeking a consultant to partner with us for the following services:

- Design a 2022 learning approach for the organization/staff with topics to be identified in consultation with Senior Leadership, as well as DEI learning pathways for various roles in the organization. (Over half of the 19 CFC staff is new to the organization since 2020. An assessment of the levels of understanding, and goals among staff is needed to develop a learning plan.)
- Serve as facilitator for staff conversations, learning opportunities and skill building activities. (Up to 4 times per year)
- Consult with the DEI Committee Co-Chairs and on ideas / strategies for implementing its goals which will include internally and externally facing goals for the organization.
- Learn about, enhance, and provide resources for the implementation of findings/priorities from the CFC DEI assessment. (DEI assessment will be updated/refreshed in Qtr. 2 of 2022).
- Provide routine coaching (1-2 times per month) and reflection to the President and CEO and Senior Leadership on building an inclusive culture and supporting staff in their learning and engagement journey.

Request for Information

To indicate your interest in working and partnering with Caring for Colorado on our DEI journey, please email Rikki Allen, Executive Assistant, your responses to the following questions:

- 1) Tell us about your expertise and background, including your overall philosophy of consulting with an organization on equity and inclusion.
- 2) Describe your work on similar projects, particularly if they involve foundations or small non-profits. We are particularly interested in your experience in assessment, training, facilitation, and individual coaching.
- 3) How you would approach your work with a diverse group of people that hold a broad range of experiences and perspectives.
- 4) Your availability and any possible conflicts of which we should be aware.

From this information, we will set up a phone conversation with you and will invite potential partners to provide a scope of services and budget.

Please respond by March 30, 2022.

RFI should be directed to:
Rikki Allen, Executive Assistant and Board Liaison
rallen@caringforcolorado.org