



Racial Equity Analysis Request for Proposal

This proposal is for services to assist streets.mn in becoming more inclusive.

Date: June 10, 2022

The mission of streets.mn is:

To foster positive connections and inclusive conversations about better places in Minnesota.

Our Core Values:

A better place is one that is...

People-centered: transportation and public spaces should center on people rather than private vehicles

Future-oriented: the built environment should be designed for the needs of future generations, and in the context of a rapidly changing non-human world

Justice-driven: cities, towns, and streets should empower and include people of all ages, especially the vulnerable and marginalized

Delight-cultivating: places should inspire happiness and wonder in all seasons and all times of the night and day

Agency Mission and Background

Founded in 2012, streets.mn was formed because we think transportation and land use news and information in Minnesota can be done better. Streets.mn explores the pressing issues facing our cities, towns, neighborhoods and the places in between.

Description of Inclusiveness Goals

Streets.mn has committed to engaging in work to become a more fully inclusive organization. Our goals include building inclusive partnerships, increasing the diversity of contributors and anti-racism content, and educating board members, contributors and volunteers on anti-racism.

Description of Role of the Consultant

We would like a consultant to aid us in moving closer to our goals by working with us for 50-60 hours to gather information, provide guidance, facilitate training and formulate evaluation tools, using the following scope template:

- Information Gathering Phase (25-35 hours)
 - Design and gather data
 - Board practices
 - Editorial policies
 - Engagement strategies
- Overall Guidance Phase (15 hours)
 - Recommendations for change
 - Board Practices
 - Editorial Practices
 - Engagement Practices
- Diversity Training Phase (5-10 hours)
- Evaluation Phase (5 hours)
 - Create an evaluation plan to measure the efficacy of training and progress towards achieving goals produced during the Overall Guidance phase

Description of Desired Outcomes

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

- Information gathering with data on our board practices, editorial policies, and engagement strategies
- Perspectives of internal and external interested parties about our organization.
- A blueprint for further action toward becoming more inclusive
- Increased cultural competency of board, contributors and volunteers

Proposal Content

Interested parties should submit the following:

- A proposal, not to exceed five pages and to include a proposed consulting/training plan
- A list of past clients, if any
- Resumes for all relevant team members
- Proposals should contain the following:
 - Contact information
 - Inclusiveness and diversity training expertise
 - Personnel information
 - Project description/approach
 - References, with contact information

Applicants must clearly demonstrate the following:

- Effective as a facilitator
- Knowledgeable about assessment and evaluation
- Working experience in the field of inclusiveness and diversity training
- Working knowledge and successful implementation of inclusiveness and diversity training sessions
- Thorough understanding of issues of inclusiveness
- Knowledgeable about diverse communities
- Ability to communicate effectively with diverse populations
- Knowledge of nonprofit organizations, particularly nonprofit organizations run by working boards
- Strong communication skills
- Flexibility
- Knowledge of community journalism and/or content publishing

Budget

The proposed baseline budget for a consultant is \$3,000, with a work plan of 50 hours. We will accept proposals that quote a higher rate. If the proposal exceeds 50 hours, compensation for additional hours will be budgeted at an agreed-upon rate of at least \$60/hr.

Timeline

Consultant's work will begin in September 2022.

The selected consultant will be notified by August 15th 2022.

Letters of Proposal are due by 5pm on July 31st, 2022 to timbrackett@streets.mn, Attention: Anti-Racism Committee

Contact Information

Any questions regarding this RFP should be directed to Tim Brackett via email at timbrackett@streets.mn.

June 10, 2022