



REQUEST FOR PROPOSALS

The Power Equity Fund Facilitator/Strategist *An Ambitious New Vision and Strategy for Building Collective Power in State Advocacy*

The Power Equity Council seeks a facilitator/strategist to support the Council in developing and managing The Power Equity Fund. More information on the Power Equity Fund is available in this press release.

The facilitator/strategist will work with the staff of the allied intermediary organizations to: 1) Establish the structure and governance of the Power Equity Council; and 2) Support the co-creation and ideation process for the Power Equity Fund.

Background

It is increasingly clear that a new approach to early childhood policy advocacy is necessary to create and sustain a drumbeat for change that disrupts entrenched, systemic inequities. Substantial and transformative improvements in outcomes for children and families—especially those who have borne the brunt of systemic discrimination and disinvestment—will require the early childhood advocacy community to change the way it advocates. There is growing urgency to focus less on incremental changes grounded in short-term political cycles and instead adopt a racial justice model that focuses on transforming systems to become equitable. The Power Equity Fund changes *how* to achieve better outcomes for young children by committing to building equitable, collective power through diverse and durable coalitions—coalitions in which traditionally marginalized groups have more than “a voice.” They have equal influence on the agenda, strategy, and action planning.

The work requires:

- changing the culture of traditional advocacy organizations by building the technical and adaptive skills for them to center equity and lived experience in their strategy;
- expanding the capacity of other voices for change in states with a focus on those who are often marginalized by the current system, such as parents, educators, providers, low-income communities, communities impacted by systemic racism, and others; and
- cultivating collective power among a coalition of diverse organizations united around a common vision and shared values.

The Power Equity Fund lays the foundation for a power shift that is essential for early childhood issues to gain and sustain the critical constituencies that make them enduring political priorities. By engaging new allies, taking direction from parent-and- practitioner-led organizations, and building their capacity, the Power Equity Council will seed the growth of a more powerful and sustainable movement grounded in equity.

The Power Equity Council and the Power Equity Fund

A new Power Equity Council made up of allied intermediary organizations will co-create all aspects of the strategy. The Council represents diverse voices who will collaboratively decide how to disburse the funds while holding each other accountable to the principles of power equity, which will be established in partnership with the facilitator/strategist. The Fund currently has [\\$11 million in unrestricted dollars](#).

The facilitator/strategist will be a neutral convenor, guiding the Council in making decisions that are likely to include:

- **Establish the structure of the Power Equity Council**
 - What are the roles and responsibilities of Council members? Should additional organizations be invited? How much should Council members be compensated for this work?
 - What values, goals, principles, and group norms will guide the Council's decisions, and how will those be operationalized in an equitable process? How will members be held accountable to what's established? How will the Council work through conflict?
- **Co-create the Power Equity Fund**
 - Where, how, and over what time period should the Council invest the funds? How should the Council balance investments in building the capacity of under-resourced organizations so that they can participate fully in a coalition while also investing in supports that coalitions need to build trust among multiple organizations – based on shared values and principles – leading to alignment of policy goals and advocacy strategies.
 - What should the application and reporting processes look like for the Power Equity Fund?

Responsibilities:

Design and facilitate a two-day, in-person meeting of the Council (likely in November 2023) to build cohesion between the members, create a sense of shared ownership, and establish the structure, basic principles and operating agreements of the Power Equity Council. Travel expenses will be reimbursed.

Design and facilitate a series of 3-hour virtual meetings of the Power Equity Council to co-create the scope and practice of the Power Equity Fund until the first round of funds are disbursed. The number of meetings is unknown, so proposals should include a budget per virtual meeting. We anticipate a minimum of six virtual meetings.

Facilitator activities include but are not limited to:

- Preparing agendas, activities and resources in partnership with Council members
- Developing a timeline and facilitation plan for the co-creation of Council governance, the Fund, and grant making processes
- Helping the Council identify and prioritize specific actions based on the principles of Power Equity concept paper
- Identifying needed background, context, and other supports for successful discussions
- Summarizing decisions made by the Council after each meeting.

Qualifications:

- Demonstrated expertise in establishing collaborative, shared power coalitions among individuals and organizations who don't interact with each other frequently but are engaged in similar work, including establishing values, principles, vision, decision-making processes, roles and responsibilities and other governance structures

- Deep understanding of the power dynamics at play in coalitions that include traditional advocacy organizations and grassroots groups, professional early childhood advocates, parents, and providers as well as between funders and grantees.
- Familiarity with movement building and how collective power is cultivated.
- Confidence navigating group dynamics across different cultures, backgrounds, education levels, values, privilege, and professional experience, among other differences.
- Experience addressing the race, class, gender, sexual orientation and other systemic factors that impact power and privilege and a demonstrated commitment to creating and cultivating a safe environment where all individuals feel respected and valued equally
- Organized, detail-oriented, responsive with logistics and communications, demonstrated creativity and willingness to do things differently

Preferred but not required:

- Familiarity with state early childhood advocacy landscapes and political dynamics.
- Experience employing trauma-informed facilitation techniques in both large and small groups.
- Experience facilitating meetings that require simultaneous translation to accommodate multiple languages.
- Experience working with trust-based philanthropy, collaborative grant-making, and/or other BIPOC approaches to grantmaking

Compensation:

This contract will be structured as a 9-month engagement with an option for renewal. Ideally, the work will start in October with planning for a two-day in-person retreat in November followed by regular virtual meetings to establish the Council governance and decide how to distribute the funds. The Council has budgeted \$50,000 for this work and will consider proposals that exceed this amount if justified in the proposal. Applicants are encouraged to share their hourly rate(s) and structure the proposal as a retainer with an estimate for how to spend the \$50,000. Many aspects of the contract will be determined through collaboration of the Council and, thus, are yet unknown.

How to Respond to RFP:

Please submit a proposal through [the online portal](#) that includes the following items:

- Letter explaining interest in the project, demonstrating facilitator qualifications, and explaining their approach to co-creation of new programs and building community across difference. (No more than two pages.)
- Description of relevant experience on similar projects (applicants are welcome to submit work samples, but not required) (1-2 pages)
- Resume or CV for project staff
- Proposed fees

Selection Process:

The Power Equity Council understands diversity strengthens our network. We strongly encourage members of traditionally under-represented communities to apply, including people of color, LGBTQ-identified people, gender-nonconforming people, individuals with disabilities, veterans, and people who speak a language in addition to English.

The Council is committed to a fair and transparent selection process. The Alliance will host a webinar for potential applicants to learn more about the Power Equity Fund and facilitator scope of work. The selection team will review all proposals as part of the selection process, considering the following factors: price/rate, quality of services, experience, qualifications, and content of the proposal. Once all proposals are received

and reviewed, the team will select the top submissions to invite them for individual meetings (virtual) to discuss the opportunity, which may include some or all components of the RFP. A final decision will be made following these meetings. We will communicate the status of each submission throughout the process.

RFP Key Dates:

RFP released	August 1, 2023 https://earlysuccess.org/power-equity-facilitator-rfp/
Webinar for interested applicants	Monday, August 7 at 5:00 pm ET/3:00 pm MT
Proposals due via online portal	August 25, 2023
Interviews with top candidates	week of September 4, 2023
Facilitator selected	September 15, 2023
Contract begins	October 1, 2023
In person convening of Council	November 2023, dates TBD