

RFP Webinar: Facilitator/Strategist for the Power Equity Fund



August 7, 2023

Our Agenda

- Welcome and Housekeeping
- Introduction to the Power Equity Council
- Power Equity Fund
- Description of Facilitator Role
- Overview and Timeline for the RFP Process
- How to Submit a Proposal
- Criteria
- Q & A



Introduction to the Power Equity Council

A new Power Equity Council made up of allied intermediary organizations will co-create all aspects of the Power Equity Fund. 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 Power Equity Fund

*An Ambitious New Vision and Strategy for
Building Collective Power
in State Advocacy*

The Power Equity Fund



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.

Facilitator Role

The facilitator/strategist will be a neutral convenor, guiding the Council in making decision 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?

Facilitator Responsibilities

Design and facilitate a two-day, in-person meeting of the Council (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 Responsibilities

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.



Consultant Qualifications/Scoring Rubric

- 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.



Consultant Qualifications/Scoring Rubric

- 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.**



Consultant Qualifications/Scoring Rubric

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



Consultant 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. 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.
- There will be an option to renew the contract after the retainer is spent.
- Many aspects of the contract will be determined through collaboration of the Council and, thus, are yet unknown.

Overview and Timeline for the RFP 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, people who identify as LGBTQ+, individuals with disabilities, veterans, and people who speak a language in addition to English.

The Council will:

- Host today's webinar for potential applicants
- Review all proposals as part of the selection process
- Select the top submissions to invite them for individual meetings (virtual)
- Make a final decision and communicate the status of each submission

KEY DATES

- August 1: RFP open for submissions
- August 7, 5-6 pm ET: Webinar for interested applicants.
- August 25: RFP submission deadline
- Week of Sept. 4: Interviews with top candidates
- By Sept. 15: RFP awarded and finalist notified

Overview and Timeline

IF SELECTED: KEY DATES

- **October 1** – Contract begins
- **November 8 & 9 or Nov. 27 & 28** – in person convening of Council
- **December and beyond:** Plan and facilitate Council meetings



How to Submit a Proposal

Please submit a proposal through the online portal that includes:

- 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

ONLINE PORTAL

<https://earlysuccess.org/power-equity-facilitator-rfp/>

Questions?

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