



for every child

Fostering a Culture of Diversity, Racial Equity, and Belonging

Request for Proposals

About Us

For over eight decades, the United Nations Children’s Fund (UNICEF) has built an unprecedented global support system for the world’s children. UNICEF relentlessly works day in and day out to deliver the essentials that give every child an equitable chance in life: health care and immunizations, safe water and sanitation, nutrition, education, emergency relief and more.

Founded in 1947, UNICEF USA (UUSA) was the first of 33 organizations, called national committees, created to secure crucial financial backing, government funding and community support for UNICEF. UUSA advances the global mission of UNICEF by rallying the American public to support the world’s most vulnerable children. Together, we have helped save more children’s lives than any other humanitarian organization. UUSA is headquartered in New York, N.Y. and has roughly 300 employees all based in the U.S.

Context

Although UUSA began its diversity, racial equity, and anti-racism journey well before the pivotal racial justice events of 2020, they galvanized our efforts and deepened our commitment. We have since made a few critical investments: including, conducting a diversity, equity, and inclusion organizational assessment, hiring a Managing Director of Diversity, Racial Equity, and Belonging, developing a Strategic Plan for this critical work, and launching two new staff affinity groups for our Latiné and Asian, Pacific Islander, and Desi American colleagues. We are keen to work with a partner that shares our values, philosophy, and passion for this work and help us deliver on our commitments.

Our Vision and Commitment

We envision an organization where we affirm each other's humanity, value each other's gifts and contributions, include each other's perspective, and realize a world where all children can be happy, healthy, and safe.

We are committed to living out diversity, racial equity, and belonging (DREB) in our organization, our work, and our communities. We know this work calls for radical and transformative change bringing with it sustained action to dismantle racist and oppressive systems, policies, practices, and ideologies within ourselves, our organization, and our sector. We are committed to shifting our culture and our consciousness so that we can be a truly equitable, inclusive, and explicitly anti-racist organization.

Proposed Engagement

UUSA is seeking a consultant to provide support and technical expertise to advance transformational change around anti-racism, racial equity, and inclusion at the staff, senior leadership, and board levels. This includes conducting an organizational assessment, building the capacity and competency of staff, senior leadership, and board members, and providing recommendations on implementing policies, practices, programs, and organizational behaviors that foster authentic diversity, racial equity, inclusion, and belonging within UUSA.

Key Stakeholders

The key stakeholders for this engagement are:

1. Board of Directors
2. Staff and Senior Management Team

Engagement with Board of Directors

The selected consultant will meet individually with all board members and the CEO to discuss each person's level of awareness around diversity, racial equity, and anti-racism at UUSA, as well as assess their readiness to both lead and be a part of positive transformation at the organization. The consultant will be available to meet with board committees to answer questions, provide support, and recommend DREB and antiracism resources as needed. The consultant will work with the board as a whole, guiding board-wide workshops and conversations related to development needs/growth opportunities identified during the assessment.

Engagement with Staff and Senior Management Team

The selected consultant will assess staff and senior leadership awareness around diversity, racial equity, and anti-racism at UUSA, as well as assess their readiness to engage in this work and be a

part of positive transformation at the organization. The consultant will work with the staff as a whole, guiding org-wide workshops and conversations related to development needs/growth opportunities identified during the assessment.

Organizational Alignment

Building upon the individual and collective development work described above, the consultant will facilitate alignment on antiracism, racial equity, and inclusion across the staff, senior leadership, and board levels. This will likely include reflections on UUSA's strategy, talent and culture, as well as commitments with respect to board composition and ways of working.

Key Activities

1. Assess the capacity and readiness of staff and board members on diversity, racial equity, and anti-racism.
2. Design, plan, and lead workshops that build the capacity, competency, and commitment of staff and board members on racial equity, anti-racism, and White supremacy.
3. Develop a common vocabulary and understanding of anti-racism, racial equity, and inclusion. Develop/curate pre-training content to help prepare staff for conversations on antiracism. This could be a reading list, videos, short articles, blogs that would span across varying levels of understanding and awareness around antiracism.
4. Deliver a report on organizational strengths, gaps, and opportunities, along with a recommendation on how to implement this work in an authentic, inclusive, and sustainable manner.
5. Provide an infrastructure for ongoing evaluation of the progress of our DREB efforts.

The successful consultant will:

- Bring a race-centered approach to building our understanding of the complexity, depth, and nuance of organizational anti-racism, equity, and inclusion work,
- Expertly lead parallel and complementary learning efforts with staff and senior leadership, and board of directors,
- Understand the needs, challenges, and opportunities present for each stakeholder group,
- Situate this work within the international development context with the aim of strengthening UUSA's efforts to decolonize all aspects of its work, and
- Possess experience working with non-profits, NGOs or philanthropic organizations in the international development space.

Timeline for Work

We would like to have a detailed framework for this engagement on or around July 1, 2022.

Expected Deliverables (due dates for each TBD)

- An analysis assessing the current state of UUSA's DREB readiness and culture.
- A detailed plan that provides clear and actionable steps for UUSA to take to fully foster an environment committed to DREB. This can include, but not be limited to, the following:
 - Framework for culture changes focused on the sustainability of our DREB efforts.
 - Assessment of policies and practices across UUSA, including hiring, promotions, performance management, vendor selection, board and staff recruitment, etc.
 - Development and implementation of a formal training and development program to educate both staff and board members and equip the entire organization to successfully engage in this work.

How to Apply

Please send proposals by June 3rd to Muna Idow (midow@unicefusa.org) with the subject "RFP - DREB Training". Once all proposals are reviewed, a final decision will be made by mid of June 2022. People of Color, LGBTQIA+, women, and multi-racial teams are strongly encouraged to apply.

Response Requirements

- Description of your experience working with nonprofits, NGO's and/or philanthropic organizations, along with a description of how you would provide the deliverables described in the RFP.
- Experience developing anti-racism training content
- Experience doing this work in remote / online settings and ease with addressing accessibility needs in a remote learning environment.
- Demonstrated experience in facilitating dynamic learning environments that adequately address different learning styles.
- A project outline and timeline
- Number of anticipated hours UUSA staff, senior leadership, and board of directors would spend in trainings/workshops
- Proposed fee for services

- A bio for each of the principals who will be working directly with us on the project. To the extent possible, UUSA seeks a diversity of vendors and teams that reflects the diversity of our organization.
- References from at least three current or former comparable nonprofit clients who have participated in a similar engagement
- Any additional information that is relevant to our consultant selection process