



**REQUEST FOR PROPOSAL FOR
WINGS DIVERSITY, EQUITY & INCLUSION (DEI) INITIATIVE**
RELEASE DATE: OCT 28, 2020
DEADLINE FOR PROPOSALS: 8 a.m. on November 9, 2020

NEED

WINGS Foundation Inc. (WINGS) is a nonprofit 501(c)(3) founded in Denver, Colorado with a mission to break the cycle and heal the wounds of childhood sexual abuse by providing education, advocacy and support to adult survivors, loved ones, providers and communities.

In 2016, WINGS aligned with the Colorado School of Public Health and community partners to conduct Phases I and II of The One Voice Project, a community needs assessment for childhood sexual abuse (CSA) survivors in Colorado, in order to strengthen the overall systems-wide response provided to them. Significant gaps in services were identified for CSA survivors as well as a need to more effectively include the voices of survivors from within the Latinx and Black, Indigenous and People of Color (BIPOC) communities including queer, transgender, intersex, and gender non-binary survivors within these communities. Phases III and IV of the One Voice project will include assessments for these communities to be completed in 2021.

WINGS will prepare for these assessments by gaining consultation in diversity, equity and inclusion (DEI) to guide and deepen WINGS' process of becoming an anti-racist and anti-oppressive organization. WINGS has already begun this work by forming a DEI committee with board, staff, and community member leadership. Board and staff members have completed an anti-oppression training and training for WINGS support group facilitators is scheduled soon. WINGS seeks to elevate and advance this transformational process with consultant support.

WINGS is now leading a systems improvement project for CSA Survivors for the state of Colorado through funding from the Colorado Office of the Attorney General. It is vital that WINGS complete community needs assessments for CSA survivors in the Latinx and BIPOC communities, including queer, transgender, intersex, and gender non-binary survivors within these communities, as a foundation to this work. Building cultural responsiveness into this systems improvement project, as well as into WINGS' programming, will ensure we can respond to the needs of all CSA survivors.

WINGS seeks dedicated and skilled professionals to assist in the implementation of this vision and recognizes that additional intersectional identities and accessibility needs of CSA survivors will need to be considered that may be outside the scope of this current RFP.

Guiding Principles: Inclusivity | Confidentiality | Empowerment | Resilience | Voice | Self-care | Accountability | Advocacy

FOCUS of RFP

WINGS is committed to being an anti-racist organization, grounded in intersectional principles, and fostering a culture of respect and inclusion for all. We are actively engaged in a transformational process to build these principles into all aspects of our staff and volunteer leadership, policies, practices, and programming to better serve all survivors of CSA. We seek a consultant from the Latinx and/or BIPOC community to elevate and enhance our DEI work and to guide WINGS staff, volunteers, and board through critical next steps of this transformational process. The DEI consultant will work with WINGS' DEI committee to create a comprehensive plan to inform the development of policies, practices and



programming that will ensure WINGS can fully integrate its stated commitment to diversity, equity and inclusion at all levels of its infrastructure, impact and reach.

The DEI consultant will also support WINGS and subcontractors in the completion of Phases III and IV of the One Voice Project, which include assessments for CSA survivors in the Latinx and BIPOC communities. These assessments will continue to inform future strategic planning and program enhancement efforts. (Additional RFPs will be forthcoming in late December 2020 for building and completing those assessments.)

All consultant work for this project should follow trauma-informed care principles, guided by SAMHSA (Substance Abuse & Mental Health Services Administration), of:

1. Safety
2. Trustworthiness & transparency
3. Peer support
4. Collaboration & mutuality
5. Empowerment, voice & choice
6. Cultural, historical & gender issues

The ideal candidate for this contract position will be skilled in working with multiple stakeholders both internally and externally, an excellent facilitator for DEI-specific learning and skill development opportunities and a strong project collaborator. The contractor may have direct or indirect lived experience or other subject matter expertise relevant to WINGS' mission of serving adult CSA survivors, and *must be* skilled in cultural issues prioritizing the strengths and resilience of Latinx and BIPOC communities within Colorado.

ADDITIONAL BACKGROUND

WINGS has been in operation for 38 years, evolving organically over that time. Over the past seven years, the organization has started strategically building capacity and infrastructure to refine its model and effectively scale programming to meet the needs of CSA survivors across the state of Colorado. WINGS' flagship programming currently consists of:

- 1) The **CSA Survivor-Focused Outreach & Education Program** brings awareness to community constituents and service providers about the long-term consequences of childhood sexual abuse (CSA), the ways this trauma impacts adults and opportunities for healing.
- 2) The **Services for Survivors Program** has three components for primary/secondary victims/survivors:
 - Phone consultations,
 - Referrals to qualified therapists/agencies, and
 - Therapist-facilitated support groups, guided by the WINGS' comprehensive handbook, "Survivors' and Loved Ones' Guide to Healing." WINGS Support Groups are a highly valuable complement to qualified, individual therapy for adults who were sexually abused as children. They are designed to provide essential knowledge to support trauma healing and build resilience, reduce isolation, promote empowerment and foster healthier boundaries and relationships, among other outcomes.
- 3) The **Clinical Training Program** offers opportunities for master's-level students studying counseling or psychology, as well as licensed clinicians, to receive training to serve as therapist facilitators of WINGS support groups.
- 4) A new **CSA Survivor Multi-Disciplinary Team (MDT) Response** is being convened by WINGS, designed to increase access for this underserved population to comprehensive services they need to



heal and thrive. WINGS is co-designing this MDT response in partnership with peer providers and will create Provider Trainings on how to screen for this trauma, provide appropriate referrals and/or provide CSA-Trauma Informed Care for direct therapeutic intervention.

The end goal is to create a culturally responsive, collaborative programming model with support for CSA survivors and their loved ones in every stage of healing and excellent training for key stakeholders. WINGS aims for this work to be centered in strong program evaluation, so survivor-centered services can be delivered and their impact well measured for this underserved population of survivors (who are also victims of crime).

Although WINGS aims to foster diversity, equity and inclusion, for much of its history as an organization, WINGS has primarily only reached and served a predominantly caucasian population. WINGS knows that childhood sexual abuse affects individuals in all communities, including the Latinx and BIPOC communities and queer, transgender, intersex, and gender non-binary survivors and that our failure to effectively understand and meet the needs of these and other survivors is preventing us from fully living the values and vision we aspire to achieve.

WINGS recognizes the need for diversity, equity and inclusion expertise to ensure that WINGS' programming is redesigned and reimagined with anti-racist and anti-oppressive frameworks so that systemic issues affecting Latinx and BIPOC survivors, including queer, transgender, intersex, and gender non-binary survivors within these communities, can be dismantled and transformed. WINGS' ultimate vision is to ensure a world where every CSA survivor has access to resources to speak, heal and thrive.

PROJECT SCOPE

The selected individual or agency will work in partnership with the Executive Director, DEI Committee, Director and Associate Director of Programs and Survivor Services, WINGS staff, Childhood Sexual Abuse Survivors (CSAS) and their Loved Ones to accomplish the following:

Priority Work for Nov 2020 – Nov 2021 (Organizational DEI & Anti-Oppression Work)

- Meet with and advise WINGS' newly formed DEI Committee, comprised of board, staff and community member leadership to further identify, set and measure goals including:
 - Creating a comprehensive DEI plan to include hiring and board recruitment policies and practices
 - Preparing WINGS to hire for a new staff position to serve CSA survivors in the Latinx community in early 2021
 - Informing the staffing structure needed to effectively build out programming to serve BIPOC CSA survivors in future years
 - Ensuring WINGS DEI and anti-racist and anti-oppressive goals are prioritized within the agency's strategic plan and guiding principles/values
- Assist in identifying community leaders, CSA survivors and partners who are aligned with WINGS' goal to serve CSA survivors in intersectional ways (for WINGS Programs Committee and MDT initiatives – see below)
- Build upon foundational anti-oppression and anti-racism trainings that WINGS has already started for all board, staff, and support group facilitators to support a continuous anti-racist and anti-white supremacist learning culture at WINGS



Priority work for Jan-June 2020 (Support Assessments for Latinx and BIPOC CSA survivors, as needed)

- Support WINGS team, sub-contractors, research partners and community partners who will co-design and co-deliver assessments for Phases III and IV of the One Voice Project as outlined above

Priority Work for Nov 2020 – Nov 2021 (Cultural Responsiveness Technical Assistance)

- Provide overall appropriate cultural responsiveness counsel, as needed, to the needs assessment tools and practices developed during Phase I by the Colorado School of Public Health's 2016/17 Field Evaluation Study class (additional cultural adaptations and/or translations will be completed through needs assessment contractors, specifically)
- Consider relevance of needs assessment findings to advise State Task Force, as needed, with input on cultural responsiveness issues over the next year, to ensure these priorities are connected to the development of a Multi-Disciplinary Team (MDT) response for CSA survivors
- Assist in the identification of 2-4 pilot communities who may demonstrate readiness to pilot the MDT, prioritizing the needs of Latinx and BIPOC CSA survivors, including queer, transgender, intersex, and gender non-binary survivors within these communities

Budget: \$15,000 - \$20,000

Contract period: November 16, 2020 – November 16, 2021

SUBMISSION CRITERIA

WINGS welcomes proposals from all interested, qualified individuals/agencies. In response, proposals should be no more than 8 pages (excluding supplemental documents) and at a minimum cover the following:

Statement of Qualifications – detailing your capacity and experience to address the project scope
Personal and/or Organizational Bio

Project Plan and Timeline – to execute desired outcomes for the project scope by:

Begin discovery process for creation of DEI Plan no later than December 1, 2020

Support, as needed, completion of Once Voice Project Phases III and IV by June 30, 2021

Completion of DEI Plan by July 30, 2021

Ongoing advisement for cultural responsiveness and inclusion, including development of MDT by November 16, 2021

Capacity & Availability – to work with curriculum team, program committee & key stakeholders, including adult survivors of childhood sexual abuse

Detailed Budget – line item and narrative of resources needed to meet project plan and timeline

References – contact information for at least 3 organizations, who would speak about your work if contacted by WINGS

Contract shell – please provide your contract shell.

In addition to the proposal, you are encouraged to submit examples of past work products or other items that demonstrate the approach. Upon review, WINGS will schedule follow-up meetings with the top candidates before making a final decision.



RFP TIMELINE

- RFP released on October 28, 2020.
- RFP due 8 am, November 9, 2020.
- Finalist(s) interviewed week of Nov 9, 2020.
- Work begins November 16, 2020 at earliest and no later than Dec 1, 2020.

Please send questions and RFP submission to Lori Frasco, Director of Programs and Survivor Services, via email lori.frasco@wingsfound.org with subject line "DEI Proposal - [name]."