

Racial Equity Consultant RFQ

Minnesota Housing Partnership is seeking Requests for Qualifications from qualified and experienced consultants to provide training and strategic assistance to staff and board to integrate a racial equity lens to its work

Goal:

- To have MHP's work and impact be informed by, led by, and framed around racial equity.

Context:

- Racial disparities in housing permeate our broader culture, systems and funding and are the result of intentional policies and actions over decades.
- We will not succeed in our mission of addressing gaps in affordable housing and ensuring everyone has a home, without also understanding and addressing historic and current institutional racism and its long-term impact on racial equity.

Who is MHP?

- Premier leader in the field of affordable housing in MN and nationally.
- Thought leader informing affordable housing policy throughout MN.
- National leader in providing technical assistance and working with rural communities and Native communities in MN and across the country.
- In transition from 27-year founder-led organization; including 3 of 6 leaders, including Executive Director, new within last six months.
- Board and staff are overwhelmingly white, with white-led culture threading through organization and board. There are currently 18 board members and 17 staff members.
- Board includes dynamic, politically savvy, entrepreneurial leadership.

Request:

- MHP seeks a consultant to work with our organization - staff and Board - to create a learning environment that will shape our thinking, and our work, with a race equity lens.
- Duration is estimated to be 12-24 months, dependent on consultant recommendation and approach.

Outcomes/deliverables:

Estimates of time are illustrative only

- All staff engagement, learning and training; 8-16 hours of engagement expected for each staff in the year; more engagement time for 6 staff leaders.
- Board engagement that includes 6-12 hours of engagement.
- Organizational language and culture that creates common understanding of race equity principles and goals.
- Integration of race equity culture and learning into daily work and community/stakeholder engagement.

- Translation of race equity learning into annual work plans for each department and staff person.
- Tools to continue to integrate race equity principles and learning into organizational work and culture into the future.
- Assist in operationalizing racial equity learning and creation of goals and accountability measures.

Submissions:

Minnesota Housing Partnership is seeking Requests for Qualifications from qualified and experienced consultants to provide training and strategic assistance to staff and board to integrate a racial equity lens to its work. Submissions to this RFQ should include qualifications of consultant and broad philosophy and approach to this work and **will be accepted until June 4**. MHP will meet with selected respondents to further discuss MHP's organizational needs and consultants approach before a final proposal and scope of work are requested. Submission of the application and accompanying material does not guarantee that any individual or organization will receive work. Please send your submission to HR@mhponline.org. If you have questions, please contact Anne Mavity at anne.mavity@mhponline.org.