



Mile High Connects

Opportunity for all through transit

REQUEST FOR PROPOSALS EQUITY/INCLUSIVENESS CONSULTANT (REQUESTED BY THE MHC EQUITY/INCLUSIVENESS COMMITTEE)

Background

Mile High Connects (MHC) is a broad collaborative of private, public, and nonprofit organizations committed to increasing access to housing choices, good jobs, quality schools and essential services via public transit. By increasing resources, influencing policy, and working with residents, MHC seeks to leverage the current and expanding Metro Denver transit system to promote a vital region full of opportunity for everyone. Our mission is to ensure that the Metro Denver regional transit system fosters communities that offer all residents the opportunity for a high quality of life, including low-income communities and communities of color.

Mile High Connects work for 2015 falls into the following key priorities areas:

- Equitable Transit Oriented Development: Affordable Housing and Community Facilities
- Equitable Transit Oriented Development: Business, Local Workforce and Middle Skilled Jobs
- Accessible Transit: Affordable Fares and Meaningful Service Routes
- Accessible Transit: First and Last Mile Connections

Mile High Connects defines equity as *just and fair inclusion in a society in which all can participate and prosper*, which is adapted from the definition developed by [PolicyLink](#).

More information can be found at our website www.milehighconnects.org.

Who is the Equity/Inclusiveness Committee?

This committee is made up of Mile High Connects Steering Committee Members, Priority Area Coordinators and Mile High Connects staff dedicated to leading internal and external equity work for Mile High Connects.

What are the Equity/Inclusiveness Goals for this RFP?

MHC Internal Equity/Inclusiveness work for 2015 will focus on the following goals:

- Ground MHC Steering Committee and staff team in the historic understanding of the communities and issues in which we work
- Pursue a mutual definition and shared understanding of “equity” work in all members of the MHC Steering Committee and staff team
- Build capacity and knowledge of Steering Committee members and Staff Team around a variety of issues including power, intersectional privilege, ethical communication, systemic and institutional racism and allyship
- Advise and help develop formal and informal peer learning and support mechanisms such as mentoring or caucusing
- Prepare Steering Committee members and staff team to intentionally explore organizational policy, process, structure and culture issues that inhibit MHC achievement of its own equity and inclusiveness goals

Requirements

- Five or more years of experience working with diverse groups on Equity/Inclusion
- Experience working with/for marginalized communities
- Experience facilitating processes with collaboratives or coalitions
- Currently work in the Denver Metro Region or have substantial recent experience working with groups in the Denver Metro Region
- Basic content familiarity with Mile High Connects core issue areas of transit, housing, jobs, education and health
- Ability to offer range of support including planning, training and group facilitation

Desired Deliverables

- Participation in MHC Equity/Inclusiveness Committee meetings (monthly).
- Bi-monthly check-in with MHC Equity/Inclusiveness Chair
- Produce a 2015 Equity/Inclusiveness Plan with input from MHC Equity/Inclusiveness Committee to meet outlined goals
- Serve as trainer and facilitator for learning opportunities and skill building activities for Steering Committee and staff team
- Produce written recommendations and next steps at the conclusion of the contract period to ensure continuation and building of the work

Please note that all deliverables should incorporate a social equity framework and be driven by a primary focus on benefit to low-income communities, communities of color and people with disabilities.

Proposal Requirements

1. Provide a brief description of your firm or organization, including areas of expertise, history, years in operation and total staff size.
2. Describe the services you propose to provide, including activities, timelines and staffing.
3. Describe your understanding of social equity and its application to the work of Mile High Connects.
4. Describe how you have worked with or addressed issues of your own privilege as you have engaged in work with marginalized communities.
5. Describe how you will work across a broad range of partners with differing and sometimes conflicting approaches and philosophies to support MHC in successfully achieving outlined goals.
6. Describe the primary thing you think groups newly embarking on internal equity/Inclusiveness efforts miss in their early stage planning.
7. If a collaboration of partners, please describe one or two successful projects your team has worked together on in the past.
8. Attachments:
 - a. Resumes of key staff who will work on the project and their availability
 - b. Three references on prior projects
 - c. Budget broken out by proposed tasks

Budget:

\$8,000

Submission/Timeline:

Proposals should be submitted electronically to:
Felicia Griffin, Chair Equity/Inclusion Committee
fgriffin@fresc.org

Questions may be submitted by 12:00 p.m. on March 6, 2015 in writing to fgriffin@fresc.org. Responses will be shared with all registered proposers by Friday, March 8, 2015.

Final Proposal should be submitted by Monday, March 16, at 5:00pm. Interviews will take place in March 2015 with the contract start date of April 1st, 2015. The work will be staggered from April – December 2015.