

# The IRC in Atlanta

RFP for Racial Justice and Organizational Development Consultant



## Context

The current declaration among millions of Americans that we ought to honestly address systemic racial injustice and anti-Black racism has created an opportunity for our organization, the International Rescue Committee (IRC) in Atlanta, to address our own perpetuation of racial inequities and institutionalize ways in which we can be a more just organization.

## Who We Are

The [International Rescue Committee](#) responds to the world's worst humanitarian crises and helps people whose lives and livelihoods are shattered by conflict and disaster to survive, recover and gain control of their future. In more than 40 countries and in 26 U.S. cities, our dedicated teams provide clean water, shelter, health care, education and empowerment support to refugees and displaced people.

The [Atlanta office](#) is one of the IRC's largest domestic offices and annually resettles over 50% of all refugees who come to Georgia. It provides administrative and financial oversight to the IRC offices in Miami and Tallahassee. The team--among the three sites--consists of approximately 60 individuals most of whom work directly with our clients: refugees, survivors of human trafficking, immigrant youth, and unaccompanied children and their families. Through the provision of client-centered and trauma-informed case management services, staff facilitate the refugees' initial resettlement and provide support to all clients in the areas of employment, youth and adult education, public benefit and community resource navigation, immigration status adjustments, and more. In 2019, the three sites resettled 677 individuals and served over 4,200 unique individuals.

## What We've Done (From June 1 – To Date)

- We have held four meetings (three with senior staff and one with all staff) to discern our organization's place within this national movement, express solidarity with BIPOC staff, and show a commitment to making the organization more just. These meetings also included small group sessions facilitated voluntarily by BIPOC staff in which topics such as racism in the workplace were discussed.
- We created and distributed a survey to all staff. Questions in the survey were organized by three focus areas--personal, internal organizational, and external organizational--and asked staff to identify particular pain points within these focus areas and ways in which they could be addressed.
- Dr. Adaobi Iheduru, a clinician with expertise in racial trauma and healing, from the Center for Victims of Torture (CVT) held an hour-long Zoom group session for BIPOC staff only. During this session, the following objectives were explored:
  - Overview of trauma and racial trauma specifically
  - The ways in which institutional and systemic racism contribute to racial trauma
  - Racial identity development
  - Skills for effectively coping with racial trauma in a racialized society

## What We Seek

We believe that external expertise is needed to guide and facilitate the cultivation of an anti-racist and more just workplace at our sites in Atlanta, Tallahassee, and Miami. Therefore, we are looking for a racial justice and organizational development consultant with prior experience working with social change nonprofits to plan and facilitate such organizational transformation through recommendations of actionable steps to address our systemic perpetuation of racial inequities. We seek a partner who can provide content on anti-Black racism and racist structures and their impacts, exhibits multi-cultural competency and the flexibility needed to ensure the goal of organizational transformation into a more diverse, inclusive, and just workplace is met. Partners skilled in facilitating difficult conversations and conflict resolution are welcome.

Desired trainings will include components on: the history of racism and racist policies in America; modern/current-day impacts of racist systems; developing an understanding of concepts and language around racial equity (including equity, inclusion, racial privilege, institutional racism, internalized racism, unconscious bias and other terms); intersectionality of gender and sexuality and race; identification of institutional racism within humanitarian organizations and specifically, the IRC in Atlanta, and recommendations of actionable steps and specific policies that need to change in order to meet our goal of creating an anti-racist and more just workplace for all.

#### Scope of Work

- Meet with staff for information discovery and to establish project goals and expectations
  - Provide overview of approach and examples of previous sessions and trainings conducted
  - Engage in information discovery, including review of the staff survey results and conversations with staff at the three sites
  - Align project goals with the three areas of focus--personal, internal organizational, and external organizational—as identified in the staff survey results and conversations with staff
- Develop pre-training materials, meeting agendas and evaluation
  - Develop resources and materials for participants to explore prior to the meetings
  - Develop the agendas for the sessions and a plan for any follow up engagement with participants
- Conduct Trainings
  - Two to five remote meetings with staff which facilitate the identification and rectification of structural and practical racial injustices and inequities within our organization
  - One to two trainings exclusively for hiring managers and senior leadership
  - Debriefing meetings with leadership committee in between scheduled trainings
- Report & Post-Training Debrief
  - Provide report summarizing the training goals, agenda, materials, evaluation results, items for follow up, and actionable steps and recommendations for policy changes

#### If You are Interested

Please submit a proposal to Marian Dickson at [Marian.Dickson@Rescue.org](mailto:Marian.Dickson@Rescue.org) by August 28, 2020. Proposals must include the following information:

- Name of firm and any sub-consultants
- Point of contact (name, title, phone number, mailing address, email address) at firm
- Description of relevant experience on projects of this type and a list of at least two references within the past five years, with current contact information
- Description of approach, proposed schedule and work plan for the accomplishment of the work described above in the Scope of Work, including pre-training discovery process, learning objectives, proposed outline of content, activities and timeline
- A proposed budget
- Any other pertinent information