



REQUEST FOR PROPOSALS

GLOBAL PERSPECTIVES ON RACE TRAINING

Transforming lives, together.

INTRODUCTION & BACKGROUND

For 30 years, our sole focus has been to help young people succeed. Our work is fueled by the belief that young women and men everywhere possess dreams, ambition, and the same spark of potential. However, we also know that opportunities are not equitably distributed. Rooted in the belief of youth as problem-solvers, change-makers, and leaders, our initiatives are catalysts for change. We forge global and local partnerships that transform lives, together.

IYF created the Diversity, Equity, & Inclusion (DEI) Council to better integrate best practices for diversity, equity, and inclusion into organizational policies, programs, and culture, serving as an advisory body to IYF Leadership. As IYF works to advance racial equity and inclusion within the organization and across our wider INGO community, the Diversity, Equity, and Inclusion Council identified four key areas of focus, known as #4TOSOAR. These four focus areas include community, staffing in the US Offices specifically, youth, and education. Our underlying goal for our DEI Council is to break down systemic barriers both within IYF, and across the international development community writ large, reinforcing IYF's commitment to transform lives, together.

OPPORTUNITY DESCRIPTION

The selected firm will be contracted to implement a short-term training on the topic of “Global Perspectives on Race” to global IYF staff. They will be responsible for all aspects of the training including planning and implementing and reporting.

The training should last between 2 and 3 hours and be implemented in a convenient time for the different countries where IYFs Country Offices are located. Having two sessions of the same training to accommodate the different time zones can be considered.

IYF’s staff consists of 123 people with offices in Palestine, Ethiopia, South Africa, Mexico, Colombia, Zimbabwe and the US, with one employee working remotely in Mozambique and one in Nicaragua.

The selected firm will be responsible for the planning of the training to revolve around the following topics:

- How systems of oppression vary around the world and its impact on youth access to resources.
- Global impact of racism on access, quality, and outcomes in education and health systems specifically.
- Racialized poverty on a global scale.
- Impacts of ethnic conflict and colorism in the modern world and its connection to colonialism.
- Anti-racist solutions from people and social movements, from policies to reparations, around the world.

DELIVERABLES AND TIMELINE

The below chart outlines key deliverables associated with the consultancy. These are subject to mutual consultation and agreement prior to finalization in a formal scope of work and contract.

| Task | Deliverable | Desired Timing |
|-------------|----------------------------|-----------------------|
| Contracting | Contract signed | 9/28/2022 |
| Training | Implementation of Training | Before 11/11/2022 |

| | | |
|-----------------------|--|--|
| Final Training Report | | One week after training implementation |
|-----------------------|--|--|

REQUESTED PROPOSAL ELEMENTS

The training should have the following characteristics:

- Information shared should be relevant to the context in the different countries where staff is located (Latin America & The Caribbean, Middle East, Sub-Saharan Africa, U.S.)
- Training should take place before November 11th being mindful of holidays and institutional days off.
- **We require the vendor to share the training for IYF review before a contract is offered to ensure it aligns with IYF’s standards.**

SUBMISSION PROCESS

Firms interested in this opportunity should submit a brief proposal that includes the *Requested Proposal Elements* to Ciara Brathwaite at c.brathwaite@iyfnet.org and Ana Sigala at a.sigala@iyfglobal.org. **All proposals must be received by September 19th 12 PM Eastern, to be considered. Proposals will be reviewed on a rolling basis as received.**

RFP AND EVALUATION TIMELINE

The expected timeline for the RFP and evaluation process will be as follows:

- RFP distributed to vendors 09/07/2022
- Deadline for proposal submissions 09/19/2022
- Vendor selection notification 09/23/2022

BASIS OF AWARD

The following criteria will be used to evaluate submitted proposals:

1. **Company Overview:** Breadth and depth of relevant experience, particularly related to DEI and racial issues
2. **Training Design:** Alignment to the identified training goals, as well as innovative and creative techniques
3. **Timeline:** Comprehensive, clearly outlined timeline for training planning and implementing.
4. **Other:** Overall responsiveness of proposal and “fit” of vendor to IYF needs and values.

Thank you for your interest in International Youth Foundation and this opportunity.