



Date of Issue: May 1, 2022
Deadline to Respond: June 1, 2022

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Women's Fund of Central Indiana is seeking a consultant to develop curriculum for our Women of Color Executive Leadership Program. The information in the Request for Proposal (RFP) will provide your firm with sufficient information to enable you to prepare and submit a proposal.

The RFP includes a preliminary scope of work and general terms and conditions of any subsequent contract. The scope of services may be modified after final selection of the Contractor. The general terms and conditions are part of any submitted proposal and will be incorporated into any subsequent contract. Submission of a proposal shall constitute acceptance of these terms and conditions. Conditional responses may be rejected.

Please adhere to the submittal requirements that follow. The successful Contractor will be selected based on the Proposal and best value of services provided. For more information on our organization, please visit our website at www.womensfund.org. Please address questions concerning the proposed contract terms and conditions to Leslie Bowles, Senior Director, Women's Fund of Central Indiana at leslieb@cicf.org.

INTRODUCTION AND BACKGROUND

Women's Fund of Central Indiana mobilizes people, ideas, and investments so every woman and girl in our community has an equitable opportunity to reach her full potential; no matter her place, race, or identity. We leverage our community leadership and funding capacity to be the most influential organization creating transformative and sustainable change for women and girls.

At Women's Fund we focus our funding to generate meaningful results over time. Over our 25 years, Women's Fund has invested more than \$9 Million to support our four focus areas which include:

- **Caregiving:** Research has shown women are responsible for taking care of many people in their lives including children and aging parents, but many women working full-time may earn too little to pay for quality childcare, but may make too much to qualify for help. We support women by investing in programs to help them provide care to loved ones.
- **Intimate Partner Violence:** Each year, thousands of domestic violence victims and their children seek emergency shelter and unfortunately many families are turned away. At Women's Fund we invest in domestic violence prevention and intervention programs to support women dealing with trauma and provide support for them and their families as they work to rebuild their lives.
- **Economic Empowerment:** A central Indiana single mother of two preschool age children needs to earn an annual wage of \$46,788 to be self-sufficient, but barriers to economic mobility has made it difficult for many women to earn a living wage. We invest in programs to help women become economically self-sufficient.
- **Issues Facing Girls:** Because girls often do not have access to gender-specific programming that helps increase their self-confidence and comfort outside of the classroom Women's Fund invests in girl-serving organizations focused on self-development.



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In 2018, in alignment with the Central Indiana Community Foundation, of which we are a fund, Women's Fund changed its mission and made a public proclamation to becoming an anti-racist organization that is committed to helping eliminate systemic racism in our community over the next two generations. We have undertaken an analysis of our work to determine where white supremacist policies and norms exist and to create new policies and norms that are equitable and inclusive and mitigate implicit bias and harmful policies. We recognize the need to take the next step in this journey by developing and implementing a DEI Strategic Plan.

WOMEN OF COLOR EXECUTIVE LEADERSHIP PROGRAM

Women's Fund is developing an Executive Leadership Program in central Indiana in partnership with Black women leaders to create, implement and evaluate programming that will serve as a national model to support the advancement of Black women to the C-Suite. Our organization recognizes that the challenging issues women and girls of color face are compounded by 400 years of racial oppression and we are utilizing our community leadership to change practices and beliefs that perpetuate this inequity.

The program will honor the talent and experience of Black women, juxtaposed with racist hiring practices that deny access to professional growth. Plans for the program include:

- A cohort of selected participants will be provided a dynamic experience designed by Black women with a curriculum that is intentional in honoring their expertise. Program participants will be identified by CEOs, community partners and may self-nominate.
- An Advisory Council comprised of Black women and allies who have held executive leadership positions and aspire to C-Suite positions will review and evaluate the draft plans to ensure the program will meet the initiative's goals and will be positioned for early success.
- A Black woman who has served in the C-Suite will moderate the cohort.
- A distinct pillar is programming for white leaders to help them recognize and replace racist hiring policies/norms, as well as to connect with the cohort to begin developing relationships that may lead to C-Suite opportunities.
- Participants will be matched with a compatible mentor and mentoring opportunities will continue beyond the program, including support once cohort participants are in the C-Suite.

MEASUREMENTS OF SUCCESS

The goal of the leadership program is to ensure the following:

- Cohort participants gain skills and insights to navigate within organizations to secure a leadership role in company;
- To provide cohort participants with techniques for building effective relationships in corporations, non-profit organizations and universities;
- To develop connections between Black women and white leaders who are in decision-making roles;
- To provide education to white leaders to help them understand how racialized policies have created inequitable access to opportunities for communities of color.

OBJECTIVES FOR CONSULTANT

Develop curriculum for the Women of Color Executive Leadership Program that includes:

- Education topics and program cadence for the Leadership cohort that includes lesson plans for each session including proposed national and local panelists and speakers.
- Education topics and lesson plans for white leaders to help them understand how racialized policies have created the inequitable outcomes we see today and to recognize and replace racist hiring policies/norms.



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- Planned programming for a weekend immersion experience for cohort participants that models a C-Suite level leadership experience.
- Development of an application and review process for perspective cohort participants.

KEY DATES

RFP PROCESS	DATE
Advertise RFP	5/1/22
RFP Due Date	6/1/22
Presentation(s)	Week of 6/13/22
RFP Awarded	6/30/22
Curriculum Development Process Launched	7/1/22
Curriculum Completed	8/1/22

PROPOSAL SUBMISSION REQUIREMENTS

Please provide examples of two (2) similar projects completed in the last five (5) years that demonstrate your firm's expertise, staffing, performance, experience, and availability.

Please provide information on the team's background and experience in the following:

- Proposed process for curriculum development.
- Approach for working with community stakeholders.
- Employing industry best practices.
- Integrating best practices into the proposed engagement approach.

Please include the following:

- A proposed timeline, including time commitments and obligations of Women's Fund staff and committee members.
- A general outline of your proposed process.
- A detailed proposal for pricing based on project scope and outlined in this RFP.

REFERENCES

Include references from three (3) organizations that have utilized your services for consulting and curriculum development.

PROPOSAL SUBMISSION

Please submit your completed proposal to Leslie Bowles (leslieb@cicf.org) on or before Wednesday, June 1, 2022 at 5:00pm EST.