

Request for Proposals:

Colorado Partnership for Thriving Families Equity Consultant

Position Overview:

[Illuminate Colorado](#) and the [Colorado Partnership for Thriving Families](#) (CPTF) are seeking support in the identification and development of strategies for young child and family serving systems to advance equity in family well-being, as well as support in identifying and designing strategies that promote diversity, equity, and inclusion in the functioning of CPTF. Project details, key responsibilities, and qualifications of the equity consultant are described below.

Background:

Illuminate Overview:

Illuminate Colorado is a statewide 501(c)(3) organization working to strengthen families, organizations, and communities to prevent child maltreatment. With a research-based approach that emphasizes building promotive and protective factors, we address systemic and multi-sector issues by collaborating with families and partners at the community, state, and national level to develop and implement powerful programs, policies, and initiatives that build brighter childhoods in Colorado.

Our organization is working to build an inclusive and diverse team of passionate experts who value each other's differing lived experiences and backgrounds. All of our work is grounded in the foundations of equity and inclusion, family and community driven, holistic, and multigenerational approaches – and guided by our core values of empathy, innovation, growth, and integrity. Learn more at <https://www.illuminatecolorado.org/about/>.

Colorado Partnership for Thriving Families Overview:

The Colorado Partnership for Thriving Families is a collaboration dedicated to creating strong, thriving families across Colorado. We bring together experts, agencies, and families with lived experiences to craft innovative solutions. Our focus is on three key priorities: first, aligning systems at the state and county levels to put family well-being at the center; second, strengthening the family well-being system to improve outcomes for parents and infants; and third, changing community norms to increase support for parents and reduce child maltreatment. The aim is to



significantly reduce child fatalities and child maltreatment for all children zero to five by positively and proactively supporting strong and healthy family formation. By aligning priorities and resources, we're building a comprehensive system in Colorado that empowers families and ensures a bright future for all our children.

Risk and protective factors for child maltreatment are not randomly distributed among families and communities. Family well-being and child maltreatment are closely linked to the uneven distribution of wealth, opportunities, and privileges in our communities. Advancing equity in family well-being requires intentional focus to extend the conditions that allow children to be healthy, valued, and thriving to all families and communities. A key aspect of this work is the examination of the roles that implicit bias and explicit discrimination have had in shaping the systems and services currently in play, and course correction as necessary with an anti-racism and anti-discrimination focus.

Key Responsibilities of the CPTF Equity Consultant:

Systems Change Focus

- **Co-design and move forward with CPTF members at least one actionable strategy to advance equity** in child and family serving systems that include considerations on policy, practice, resource flows, relationships, power dynamics, and mental models as they relate to the three priorities of CPTF: (1)Systems Alignment, (2)Early Touchpoints, and (3)Community Norms.
- **Connecting or providing learning opportunities** on topics related to advancing equity in systems. Examples of topics include but are not limited to: unconscious bias; inclusive leadership; diversity, equity, inclusion, and belonging; cultural competency; microaggressions; and inclusive communication.

Coalition Focus

- Working collaboratively with CPTF leadership and Illuminate Colorado to **identify strategies to develop diversity in the partners involved with CPTF**, especially in the recruitment of Family Voice members.

Budget: \$10,000. Annual contract renewal is possible, pending mutual interest and the initial contract period.

Term of Contract: Upon execution April 1st - September 30th, 2024, with the possibility of ongoing annual extension.



RFP Submission: Proposals should be digitally submitted by 5:00 p.m. MT on Monday, March 18th to Dawn Newby (dnewby@illuminatecolorado.org). Proposals should not exceed 4 pages, excluding budget and other attachments. Please include “CPTF Equity Consultant” in the subject line.

Proposal Selection & Virtual Interviews: Written proposals will be reviewed by a panel of CPTF members and Illuminate Colorado staff. Final candidates may be invited for an interview on the week of March 25th.

RFP Requirements:

Each proposal should include the elements below:

1. Capacity & Experience

- a. Overview of Experience
- b. What makes you uniquely positioned to serve as the strategic partner for this work?
- c. References to experience and expertise OR work products that demonstrate experience and expertise

2. Proposed Scope of Work: Provide a high-level plan for how you would support the key responsibilities outlined above, including how you would coordinate with Illuminate staff to ensure ongoing alignment.

3. Budget (No page limit)

- a. Initial Budget not to exceed \$10,000 to complete the activities.