July 17, 2020

REQUEST FOR PROPOSALS

The Biodiversity Funders Group (BFG), a national membership association of grantmakers, seeks an experienced person or team to assist us as we launch a multi-year initiative to deepen our commitment and capacity to infuse diversity, equity, and inclusion (DEI) throughout our organization. More information about BFG can be found at biodiversityfunders.org. This initiative will engage the board, staff, and membership in activities that will align us around shared vision and values, such that everyone sees and internalizes the fact that to reach its fullest potential, the environmental and conservation funding community must grapple with the roles that inequity plays in creating or exacerbating the problems that our members are trying to address.

The consultant will help BFG’s staff, primarily, and volunteer leadership (board members and program chairs) develop the skills they need to incorporate equity and justice in our membership programs and in our operations. Working with a small board-staff team, the consultant will:

- Develop and implement racial equity training for BFG’s staff
- Provide feedback and guidance on BFG’s initial DEI workplan to the DEI team
- Coordinate at least one half-day session for BFG’s board-staff

Background

For more than 30 years, the Biodiversity Funders Group has been a critical forum for a community of conservation, environmental, and climate and energy funders. BFG currently has over 70 formal institutional members, the majority of whom are based in the United States. Hundreds of other grantmakers participate in BFG’s programs, working groups, and initiatives. A significant number of members are investing time and resources on diversity, equity, and inclusion, including working with consultants to go beyond diversity to transform how they operate. Members are keenly interested in learning how their peers are incorporating DEI into their work.

BFG board members have proposed several steps to undertake over the next year or more, building on the efforts BFG has made in recent years. Those steps include: developing a public statement; equity training for staff and board members; and providing a peer-support platform for members. To succeed, BFG’s staff and board will need a common language
and shared understanding of how power and privilege works within the field of environmental philanthropy and within BFG, and some tools to help incorporate this work within an active membership network with many leaders.

**Request**

BFG seeks a skilled DEI consultant to partner with us for about 18 months, beginning no later than October 2020, to:

- Work with a BFG team on constructing a plan to develop a shared understanding of racism, white supremacy, and racial equity across the institution
- Provide expert feedback on the DEI action plan that was drafted last winter
- Develop and implement a racial equity training module for BFG’s staff
- Lead a racial equity workshop for BFG’s combined board and staff
- Present at least one session on racial equity to BFG’s member foundations

Interested consultants are invited to share the following information with us at biodiversityfundersons@biodiversityfundersons.org, with “DEI RFP” in the subject line:

- Your name and website
- A few paragraphs, and no more than two pages, on why you might be a good fit for the Biodiversity Funders Group, including your experience conducting similar work with national organizations, environmental groups, membership groups and/or foundations. Please include any experience you have providing consulting and training virtually.
- The names and contact information of two or three clients with who might serve as references for related work you've done with them

The deadline is Friday, August 7, 2020. Of the responses, four or five applicants will be selected to meet with the planning team. The consultant we ultimately chose to work will develop a scope of work and sign a contract no later than October 2020.

Please direct any questions to biodiversityfundersons@biodiversityfundersons.org, with “DEI RFP” in the subject line.