



# IN-KIND GRANT OPPORTUNITY

## RACE EQUITY LEARNING COMMUNITY & ORGANIZATIONAL COACHING

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<b>OPPORTUNITY:</b>	C4 Innovations Race Equity Learning Community and Organizational Coaching
<b>DATE ISSUED:</b>	January 19, 2021
<b>DUE DATE/TIME:</b>	February 3, 2021 - 1pm Arizona time
<b>COST SHARING:</b>	Required (\$950)
<b>ELIGIBILITY:</b>	TPCH organizational members providing housing and/or services for people at risk of or experiencing homelessness in Pima County, Arizona

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### BACKGROUND

Services, programs, and policies can systematically discriminate against people with diverse racial, ethnic, and gender identities. When people experience homelessness, trauma, substance use, and mental health challenges, their housing stability is further undermined by racism, discrimination, and stigma. Equity is a strategy to address those disparities and achieve truly fair access, opportunity, and outcomes for all. In 2020, the Tucson Pima Collaboration to End Homelessness launched the TPCH Equity and Inclusion initiative with the aim of addressing racial disparity and advancing equity in housing and services for people at risk of and experiencing homelessness. Through this initiative, TPCH has:

- Formed the TPCH Diversity, Equity, and Inclusion Committee which works to identify and address disparities within the Continuum of Care as they are experienced by Black, Indigenous, and People of Color; LGBTQ+ people; and non-citizens.
- Partnered with [C4 Innovations](#) to provide 8-hour Race Equity & Housing 101 training for more than 60 staff and volunteers working and volunteering in homeless assistance programs throughout Pima County.
- Analyzed local data regarding homelessness, housing access, and outcomes through a race equity lens and identified opportunities for system improvement to advance race equity.

- Received independent review and recommendations from national experts regarding TPCH policies and practices and began implementing policy change to dismantle white supremacy and advance race equity and LGBTQ+ inclusivity within the Continuum of Care.
- Updated the Coordinated Entry process through which people are assessed for and referred to homelessness prevention and supportive housing programs to include factors disproportionately impacting Black, Indigenous, and People of Color.

## OPPORTUNITY

TPCH is committed to advancing racial equity within the Continuum of Care and recognizes that the greatest opportunity to do so is by supporting TPCH member agencies in their work to provide housing and services for people experiencing and at risk of homelessness through a lens of race equity and social justice. To further this goal, TPCH has contracted with [C4 Innovations](#) to provide nationally recognized race equity consulting and coaching for TPCH member agencies. Selected member agencies will participate in a monthly learning community and receive three individual coaching and consulting sessions with [C4 Innovations](#)' expert coaches.

- Organizational Assessment: Upon selection, participating agencies will complete an organizational assessment to identify technical assistance and coaching needs, race equity goals and objectives, and challenges that the organization would like to address through participation in the mini learning community and organizational coaching.
- Mini Learning Communities: TPCH will host two mini learning communities. Each learning community will include four member agencies and include 6 hours of small group coaching provided monthly over four months (1.5 hours/month). Learning community sessions provide an opportunity for member agencies to share and learn from each other with the support and guidance of their [C4 Innovations](#) coach. Agencies will be asked to complete organizational review, planning, and other work between sessions to identify opportunities for improvement and develop race equity strategies within their organizations.
- Organizational Technical Assistance/Coaching: Each participating agency will receive three individual coaching/technical assistance sessions with their [C4 Innovations](#) coach. These sessions provide an opportunity for deeper consulting and guidance at the organizational level and can be used to develop, refine, and address challenges related to race equity efforts at the organization.

## PARTICIPATION OBJECTIVES

By participating in this opportunity, selected agencies can expect to:

- Increase organizational and staff capacity to understand and respond to racial inequities in homelessness
- Develop organizational race equity strategies/objectives and performance measures
- Learn about and implement effective tools and approaches to operationalize race equity within the organization

## **TIMELINE**

This timeline is tentative and subject to change.

February 3, 2021: Proposals due to [tpch@tucsonaz.gov](mailto:tpch@tucsonaz.gov) by 1pm Arizona time

February 10, 2021: Selected agencies announced

Late February 2021: Organizational assessment completed

March 15, 2021: Cost sharing contribution due.

March – June 2021: Learning community sessions (monthly) and organizational technical assistance/coaching meetings occur

July 15, 2021: Final report due to [tpch@tucsonaz.gov](mailto:tpch@tucsonaz.gov)

## **PARTICIPATION REQUIREMENTS**

Agencies selected to participate in this opportunity are expected to:

- Commit to the work of identifying and addressing race equity within the organization's employment practices, community engagement, and programs.
- Maintain active membership in the Continuum of Care throughout 2021.
- Identify a core team of 3-5 agency representatives who commit to attending each session and sharing learning, resources, and strategies within the organization (see section titled Core Team below).
- Working between sessions to develop organizational goals, strategies, and performance measures to advance race equity within the organization and its programs.
- Maintaining consistent participation and engagement throughout the learning community series.
- Provide a final report to TPCH upon completion of the initiative identifying activities planned or taken as a result of participation and providing feedback on services received to inform future Continuum of Care planning activities and equity initiatives
- Cost sharing in the amount of \$950 payable to the Tucson Pima Collaboration to End Homelessness (see section titled Cost Sharing Requirement below).

## **CORE TEAM**

Each participating agency is required to identify a core team of 3-5 agency representatives. Core Team members must be able to attend each learning community session and complete work between sessions to advance the organization's race equity goals.

At a minimum, the Core Team must include:

- At least one executive staff member able to commit organizational resources and strategies to advancing race equity within the organization.
- At least one management staff member overseeing housing and/or services for people at risk of or experiencing homelessness within the organization.
- At least one staff member who provides direct services for people at risk of or experiencing homelessness at the organization.

Participating agencies may select up to two additional organizational stakeholders to participate in the Core Team and learning community sessions. Core Teams are encouraged, but not required, to include Board Members, other relevant staff or volunteers, and/or persons who have received services from the organization.

If the Core Team includes individuals with lived expertise who receive services from the organization but are not currently employed by the organization, such individuals must be compensated for their participation in meetings and work between sessions at a rate of not less than \$15/hour. The organization must additionally commit to providing outside resources as needed to support the meaningful participation of such persons (i.e. transportation and/or technology, orientation, and support throughout the process, etc.) This support should be based on the individual participant's needs and preferences.

## **COST SHARING REQUIREMENT**

TPCH has contracted with [C4 Innovations](#) to bring national expertise to member agencies committed to addressing race equity at the organizational level. The total contracted cost of this opportunity is \$1,904 per organization; however, TPCH has committed Continuum of Care Planning funds to offer this opportunity to up to eight member agencies at a considerable discount.

Selected agencies will be required to submit a cost sharing contribution of \$950 to the Tucson Pima Collaboration to End Homelessness on or before March 15, 2021. The remaining costs will be paid directly by the City of Tucson on behalf of the Tucson Pima Collaboration to End Homelessness.

Agencies which desire to use Federal grant or matching funds to meet the cost sharing requirement are encouraged to consult with their Federal grant officer(s) to determine the eligibility of such costs.

## **APPLICATION INSTRUCTIONS**

**Eligibility:** Applicants must be current organizational members of the Tucson Pima Collaboration to End Homelessness and must provide housing or other services for people at risk of or experiencing homelessness in Pima County, Arizona.

**Application Format:** Agencies interested in applying to participate in this opportunity must submit a brief 2-3 page application to [tpch@tucsonaz.gov](mailto:tpch@tucsonaz.gov) on or before the due date and time listed in this solicitation. Proposals must be submitted on organizational letterhead and may not exceed three single-spaced pages. Proposals should be submitted using standard Times New Roman or similar 11 pt. font.

**Application Contents:** Applications must respond to the following:

- *Organization Details:* Provide the organization's name, website, location(s), and contact details (name, phone, email) for the primary point of contact for the application.
- *Organization and Program Overview:* Briefly describe the organization's mission, philosophy, and programs. This description should include the number of individuals/families served by the organization's programs annually and identify all federal, state, or local government funding that supports the programs (if applicable).
- *Race Equity Goals and Challenges:* Briefly describe the organization's interest in participating in this initiative. Identify current goals, organizational challenges, and/or knowledge gaps that you hope to address through participation. Describe any previous and/or current organizational activities related to addressing race equity at the organizational level. If you have previously participated in race equity coaching, consulting, or other initiatives, please describe your experience in these activities and how participation in this initiative will further the organization's work to advance race equity.
- *Core Team:* Identify the members of the organization's proposed Core Team. Include names, titles and a brief description of each proposed Core Team members' role and responsibilities within the organization. Briefly describe how the organization selected its Core Team and how this team will be empowered to implement organizational strategies and practices to advance race equity. If the organization's Core Team will include one or more person(s) with lived expertise, please describe how such persons will be compensated and supported to participate in this opportunity.

## **PROPOSAL REVIEW AND SELECTION PROCESS**

Proposals received by the due date and time listed in this solicitation will be reviewed by an independent review panel. In recommending agencies for selection to the Continuum of Care Board, the review panel will consider current and prior participation in TPCH, potential for impact, geographic areas served, type and scale of services provided, organization's goals and current/past activities related to addressing disparity and advancing race equity, core team members' roles and capacity to influence organizational change, and other relevant factors. Selection decisions of the TPCH Continuum of Care Board are final.

## **QUESTIONS**

Any questions regarding this solicitation must be submitted to [tpch@tucsonaz.gov](mailto:tpch@tucsonaz.gov). Questions will be responded to in the order received. Please allow 2-3 business days for a response. Questions received after 12pm Arizona time on January 29 may not receive a response prior to the due date.