



Prevent Child Abuse North Carolina (PCANC) is seeking an expert consultant to facilitate a planning process to create a plan and framework for advancing racial equity in PCANC's culture and work. We anticipate needing additional support for implementing the framework and plan once they are developed and there may be an additional opportunity to work with PCANC.

Organization

PCANC is a 501(c)(3) not-for-profit entity that was organized in 1979. PCANC is the only statewide organization dedicated to the prevention of child abuse and neglect. Through investment in innovative programs and public awareness efforts proven to prevent child maltreatment before it occurs, PCANC helps North Carolina's communities decrease factors that put children at risk for abuse and increase factors that encourage children to thrive.

Background

PCANC ensures that prevention is a priority in North Carolina and that all communities have the knowledge, skills and resources needed to prevent child abuse and neglect at the local level. We invest in prevention by supporting and scaling evidence-based programs grounded in implementation science and best practices; building community will through partnership engagement and communications; and through a commitment to policies supporting children and families across the state. The organization currently has 31 FTEs with a budget of approximately \$3 million – up from 15 FTEs and a \$1.5 million budget in 2015. We are a growing nonprofit funded with State and Federal, philanthropic and individual donors, and operate within a complex system of state partners focused on early childhood development and child well-being.

In 2019 PCANC contracted with an external consultant to build the racial equity capacity of its staff to strengthen internal culture and work towards becoming an anti-racist organization that centers racial equity in all of its work. The work included racial equity training, coaching and technical assistance, and a Racial Equity Assessment based on interviews with staff, Board members, and partners that provided Strengths to Leverage and Opportunities for Growth and a "Path Forward" with many suggested opportunities. On June 1, 2020, PCANC's staff released [a statement](#), reflecting our "commitment to being anti-racist, to using an equity lens in our policy work and to being intentional about addressing and eliminating racial inequities."

Since that time, an Equity Leadership Team has worked to continue to offer educational opportunities; however, a clear plan and framework for advancing the work has not been created. The ELT work has been paused as we work to identify a consultant and create a plan for future work. The Assessment would be a starting place for creating a plan and framework to advance PCANC's racial equity culture and to center racial equity in our work. Specifically, we would like the plan and framework to address:

- Next steps for building internal racial equity culture, such as hiring processes, decision making and capacity for engaging constructively in conversations about how equity operates in our culture.
- Building Staff Capacity for how to be intentional about using a racial equity lens. This could be training, intentional goal setting, policy analysis or something else.
- Guidance and capacity building for the Leadership Team in managing this culture change to foster a racial equity approach.

Interested applicants may request additional background documents from PCANC.

SPECIFIC ITEMS TO ADDRESS IN WRITTEN PROPOSAL

Experience and Expertise with Racial Equity Consulting

- Describe the history of your organization
- Describe your approach to developing racial equity capacity (e.g., facilitation process, training, etc.)
- Describe your understanding and experience regarding racial equity frameworks
- Describe your understanding of the intersection of racial equity, child welfare and early childhood development
- Describe your experience with analyzing policies with equity frameworks
- Describe your experience and approach to conducting racial equity capacity building in non-profit organizations

Describe the process you envision to help PCANC create a plan and framework to advance equity in our work including:

- a timeline,
- how you would meet the project objectives, and
- how you would provide ongoing progress reports.

Meetings with PCANC

- Describe your prior experience working in collaboration with other organizations and/or partners.
- Describe how you would keep PCANC apprised of progress and ensure there is a continuous feedback loop.

Account Management and Cost Estimates

- Please indicate who would be primarily responsible for this project. Please also provide detailed biographies for everyone who will be assigned to the project. Please be specific as to how their experience relates to the outlined scope of work.
- Please provide an estimate of the cost for services. PCANC does not pay indirect cost and it should not be included in any bids or proposed budgets submitted for consideration.

References and Work Samples

- Please provide at least three references and some (no more than three) relevant work samples for review.

SUMMARY

Proposals should be submitted via email to info@preventchildabusenc.org. Proposals must be received no later than **9 am on Monday, August 20, 2021**. Following the receipt of proposals, respondents could be asked to participate in an interview process. A final decision is likely to be made by mid-September. If you have any questions, please contact info@preventchildabusenc.org.

Thank you, in advance, for considering submission of a proposal.