



Scope of Work

The Greater Cleveland Racial Equity & Racial Justice Collaborative

November 16, 2020

Background

On July 7, The New York Times reported that the present national [Movement for Black Lives is the largest movement ever in United States history](#). Larger than the Revolutionary War and larger than the Civil Rights movement. The historical significance of this moment should not be understated.

And while it is true that it was a series of events outside of our region that sparked the summer demonstrations here, the movement resonated for deeply local reasons, which include over 140 deaths from COVID-19 in Cleveland to date and Cleveland's status as [the 9th most segregated city in the country](#) in 2019. Additionally, in January of this year, Cleveland was found to be [the worst city in the country for Black women](#) specifically, after measuring several factors related to education, income and health.

The present moment of social unrest in the wake of the deaths of [George Floyd](#), [Breonna Taylor](#), [Ahmaud Arbery](#), [Tony McDade](#) and others cannot be separated from the COVID-19 crisis. Black people disproportionately work in jobs deemed essential in the pandemic, but that previously were simply called minimum wage. [After months of denied requests](#) for hazard pay, health benefits, rent relief, internet access for remote education, and personal protective equipment to stem the devastating effects of an incurable contagion that have disproportionately ravaged Black communities, the horrific video of George Floyd begging for his life for nearly nine minutes must be viewed as an eminently understandable flash point. Each of these issue areas has offered a lens through which to observe historical and present-day inequities across social groups—racial inequities in health outcomes and gender inequities in economic fallout, among others, have been especially poignant. Indeed, the COVID-19 crisis has served not as society's equalizer, but as its mirror.

The Greater Cleveland Racial Equity and Racial Justice Collaborative (RERJC) seeks to address long-term systemic racism in distinct issue and policy areas. With decades of progress under threat, these times demand the best of our collective abilities. It has now become clearer to philanthropy that structural racism affects all issues and there is more willingness to consider the racial dimensions of issues that in the past were deemed race neutral. The Greater Cleveland RERJC intentionally uses the terms racial equity and racial justice. Racial equity separates symptoms from causes, while a racial justice lens brings into view the confrontation of power, the redistribution of resources, and the systemic transformation necessary for real change.

The Cleveland Foundation and The George Gund Foundation have seeded the RERJC with \$1.5 million with the goal of raising additional dollars. The intention is to partner with stakeholders to help design and manage the Collaborative. Funders are using the following document as a guide in this work: <https://racialequity.org/grantmaking-with-a-racial-justice-lens>.



Purpose of Consultation

The purpose of this role is to efficiently facilitate a process for the RERJC to define a guiding framework and strategic focus for the design and operation of this pooled fund.

Part I: Partner Selection and Design

Briefly research and benchmark the evolution of other racial justice funds and collaboratives regionally and nationally. Design and execute a process for selecting initial strategy partners incorporating useful input from external stakeholders, including but not limited to nonprofit agencies and community residents, about how such a collaborative should be structured.

Part II: Topical Foci

Facilitate discussion and consensus among RERJC partners on focus areas for collaborative funding and other actions (e.g. convening, strategic policy or framing influence) moving forward. These foci will center around cross-sector, systemic and structural issues that address historical and present-day inequities for which organized philanthropy is uniquely positioned to help drive impact. Facilitate consensus on narrowing focus areas to those that are meaningful, manageable, timely and actionable.

Part III: Structure

Briefly research and define a menu of models for collaboration that exist within organized philanthropy. Facilitate discussion and consensus among RERJC partners on the process and structure of the collaboration moving forward. Also help the collaborative create a learning agenda and process that members will participate in prior to the launch and during the implementation of the initiative.

Timeframe/Process

Parts I through III articulated herein must be completed no later than June 30, 2021.

Throughout this timeframe, RERJC initial members and their colleagues will provide support and thought partnership to the facilitator(s) with a goal of launching the RERJC in the first or second quarter of 2021.

Please note that given the pandemic, all work will be conducted virtually.

Responses

Interested candidates should submit a brief proposal that includes their definitions of racial equity and racial justice, a facilitation plan, and proposed fee structure no later than **December 2, 2020**. Strong candidates can expect to be interviewed on **December 7-14** with anticipated selection by **December 18**.

Please direct all inquiries and responses, including proposals, to Dale Anglin, Program Director for Youth, Health and Human Services, at the Cleveland Foundation at: danglin@clevefdn.org (Please cc Emma Kopp, ekopp@clevefdn.org). All correspondence should include **Racial Justice Collaborative Facilitation** in the subject line of the email.