

## Anti-Oppression Committee of Ohio

Request for Proposal: Evaluation Contractor for a statewide survey/review of women of color employed in anti-sexual violence and domestic violence organizations.

Deadline for Submission: January 9, 2025

Follow-Up Interviews: Starting January 20 - 27, 2025

Purpose:

This Request for Proposal (RFP) solicits proposals from consultants experienced in both quantitative and qualitative data collection, including creating survey questions, compiling survey responses, conducting focus groups, analyzing data, and preparing results reports.

This survey will focus on an assessment of the systemic and structural racism and harm beset on minorities within the anti-violence field. An emphasis of this survey includes a more significant intention of supporting current and past employees of rape crisis centers, the domestic violence programs, and anti-trafficking organizations by revealing the broader culture of oppression.

This consultant will work closely with the Anti-Oppression Committee's (AOC) tri-chairs, Kathryn Wolfe Farmer (Deputy Director at Crime Victim Services), Taylr Ucker-Lauderman (Chief Engagement Officer at the Ohio Alliance to End Sexual Violence), and Andrea Gonzalez-Burton (Senior Attorney with the Legal Aid Society of Cleveland), beginning in January 2025 and ending in December 2025, with the likelihood of continuing under a new contract for the year 2026, subject to additional compensation.

AOC Values and Approach:

The following anti-oppression commitments act as a guiding set of beliefs, values, and practices for our committee, our organizations, and our members:

EXAMINING PRIVILEGE	Addressing the privileges we have individually and corporately to facilitate the shifting of power to those who have been historically oppressed.
UNDERSTANDING OPPRESSION	Building competency about intersectionality and the impact of individual and institutional oppression in order to address it through our hiring processes, curricula, and proactive training.
AMPLIFYING VOICES	Listening to and incorporating the voices of those who have been historically marginalized in our planning and decision making.
INCREASING ACCESS	Providing access to effective and culturally relevant resources and services for those who have been marginalized.
REDUCING BARRIERS	Identifying and dismantling the tangible and intangible barriers that exclude and discourage those who have been historically marginalized from accessing services and developing leaders who combat oppression.
CULTIVATING INCLUSION	Creating opportunities that welcome and reflect the diversity of people of color as leaders in the community and through a Staff and Board of Directors who reflect the diversity of our network. Anti-oppression is lifelong work that requires ongoing commitment from individuals and institutions. Therefore, this is a living document to be revised by the AOC as our understanding of anti-oppression and its role in the movement evolves.

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Our Mission:

The Statewide Anti-Oppression Committee advocates for leaders and people of color in anti-violence work through actively addressing individual and institutional oppression

## Our Vision:

That the State of Ohio will be free of oppression.

## Our Objectives:

- ❖ End isolation of women of color working in anti-violence organizations
- ❖ Improving workplace culture for female-identifying women of color advocates serving survivors of domestic violence or sexual assault, thereby improving service delivery
- ❖ Inform and shape workplace policy to be equitable and inclusive anti-violence organizations
- ❖ Create workplaces with not only living wages but instead, thriving wages, including non-typical workplace benefits.
- ❖ End oppression

## Scope of Services:

The primary outcome involves supporting the AOC in cultivating and undertaking a workplace survey for Ohio anti-violence organizations, including rape crisis centers, to assess the diversity, equity, inclusion, and income disparities for women of color. The survey includes current and past employees.

Build questions and topics to provide responses tailored to the intended data request, including using focus groups to prepare questions. The contractor is not required to prepare a report, but feedback is appreciated for the report generated. Provide data information in an accessible form, available to review reports prepared based on the data information for feedback—support in identifying and defining data points to include in workplace reporting.

## Qualifications:

- ❖ Knowledge of the Sexual and Domestic Violence Movement;
- ❖ Knowledge of data collection and outcomes;
- ❖ Creative and culturally responsive approaches to evaluation;

- ❖ Background in assessment;
- ❖ Experience in analyzing data, identifying themes and trends, and developing reports;
- ❖ Knowledge of cultural inclusion, diversity, equity, and belonging.
- ❖ Must be available to meet with AOC tri-chairs, Kathryn Wolfe Farmer (Deputy Director at Crime Victim Services), Taylr Ucker-Lauderman (Chief Engagement Officer at the Ohio Alliance to End Sexual Violence), and Andrea Gonzalez-Burton (Senior Attorney with the Legal Aid Society of Cleveland), quarterly to answer questions and provide progress updates.

#### A Note to Potential Contractors:

The Committee is open to receiving recommendations regarding the proposed timeline and adjustments to improve success in cultivating the data while respecting the trauma associated with such questions. Based on recommendations, modifications of the timeline and budget are possible and a significant factor in being awarded the contract. Recommendations appreciated regarding the inclusion of Human Trafficking providers in the survey, for later use of data.

Studies have shown that women, trans, non-binary folx, and BIPOC are less likely to apply for opportunities unless they believe they meet every single one of the qualifications as described in the description. We are committed to building a diverse and inclusive environment highlighting many perspectives and lived experiences. We encourage you to apply even if you don't fit 100% of the technical requirements.

#### Compensation

OAESV seeks a contracted evaluation consultant to provide the above-listed services from January to December 2025, with costs capped at \$25,000. A renewed contract for the year 2026 to finalize the project is possible. Negotiations for contract terms for an extension of services for 2026 are permissible.

#### Evaluation Criteria:

In awarding a contract for evaluation services, AOC will consider several factors, which should all be covered in the proposal and include:

1. The extent to which the applicant's experience and interests align with the needs of AOC and the specific evaluation project;
2. An awareness of the Sexual and Domestic Violence Movements;
3. Qualifications and experience as a consultant in providing evaluation services and working with nonprofit organizations;
4. Availability for work to be conducted from January to December 2025, with renewal for 2026 based on progress, recommendations, and agreement.
5. The ability to travel within Ohio is strongly encouraged;
6. Evaluation writing sample;
7. Based on AOC's commitment to anti-oppression and ensuring inclusion and diversity in our partnerships, we also will evaluate applicants based on the consultant's diversity commitments/actions and organizational makeup;
8. The cost of the services includes staff time, materials, travel, administrative/clerical expenses, overhead, and other out-of-pocket expenses.

#### Application Process & Procedures:

Please provide a complete response to this RFP Executive Summary (2 page)

- ❖ A brief Executive Summary
- ❖ Technical/Management Capabilities (2-3 pages)
- ❖ A description of the applicant's approach to evaluation.
- ❖ Credentials and qualifications, including references from past organizations.
- ❖ Information about the applicant's organizational commitment to gender and race equity and a statement that the applicant/firm has not been the subject of a formal complaint alleging race or gender discrimination in the past ten years.
- ❖ If a formal complaint has been alleged, please provide details of the allegation and the outcome of such a formal complaint.
- ❖ Example writing sample of a relevant analysis.

- ❖ If selected to a shortlist, please be prepared to present your evaluation plan, provide a brief presentation on a past survey project you have managed, and answer interview questions by the review team in the last two weeks of January 2025. This meeting will take place via video conferencing.

Proposal Submittal Procedures: Applicants must submit one (1) electronic copy of the proposal.

Please send any questions and completed applications to Attorney Andrea Gonzalez-Burton at [agonzalezburton@lasclev.org](mailto:agonzalezburton@lasclev.org) or Ryn Wolfe Farmer at [rfarmer@crimevictimservices.org](mailto:rfarmer@crimevictimservices.org) by January 9, 2025.

#### RFP Timetable

- Proposals due: January 9, 2025
- Presentation and interview: Starting January 20 - 27, 2025
- Award Date & Contract finalization: January 31, 2025

December 2024	Publish Contractor RFP	Andrea, Ryn
January 2024	Interview Applicants	Andrea, Ryn
	Hire Contractor	
February 2025	Onboard Contractor	AOC Chairs
March		

April 2025	Conduct Meetings & Listening Sessions with Project Team, Contractor and AOC Stakeholders to inform Survey Design	Project Team, Contractor
May 2025		
June 2025		
July 2025		
August 2025	Survey Design	Contractor
September 2025	Publish & Promote Survey	Contractor, Project Team
October 2025		
November 2025		
December 2025	Analyze Survey Results	Contractor
	Draft Final Report	
January 2026		

February 2026	Present Report to Stakeholders for Feedback	Contractor
	Finalize & Publish Report	
March 2026		
April 2026	Promote & Disseminate Survey Report	Project Team