



FUNDERS FOR  
LGBTQ  
ISSUES

## **Funders for LGBTQ Issues Request for Proposals for Gender Justice Organizational Development Consultant**

### **Organizational Background & Need**

Funders for LGBTQ Issues is the network of U.S. foundations and other institutional funders committed to equity and improved well-being for lesbian, gay, bisexual, transgender, and queer communities. Funders for LGBTQ Issues works to increase the scale and impact of philanthropic resources aimed at enhancing the well-being of LGBTQ communities, promoting equity, and advancing racial, economic and gender justice. Collectively, our members provide more than \$100 million of the \$185 million in annual foundation funding for LGBTQ issues. Please see [www.lgbtfunders.org](http://www.lgbtfunders.org) for more information on our work, including our new strategic plan.

We seek a consultant or team of consultants to assist us in our journey to develop and live in shared feminist values. As an LGBTQ organization committed to gender justice internally and externally in our programs and work, we in particular seek consultant(s) who can fully integrate transgender, gender non-conforming, and nonbinary people in this process. Additionally, as a U.S.-based LGBTQ organization staffed entirely by members of the LGBTQ community, we hope to find support from consultant(s) who are deeply familiar with how sexism, male supremacy, transphobia, and transmisogyny operating across intersectional identities uniquely shows up within and among U.S. queer communities. This process is part of the fourth strategy of our new strategic plan, which focuses on aspiring to the highest standards of a philanthropic network, particularly regarding our culture, policies, and practices around racial, economic, and gender justice.

We are open to a variety of structures for this consultancy, including a single consultant, a pair of consultants, or a consulting firm or team. Consulting pairs or teams that have diverse genders or gender identities are particularly welcome.

### **Scope of Project**

- Support organizational culture change work to center intersectional, trans-inclusive feminism among staff, board, and our network of member foundations and in our programs.
  - Among staff:
    - Conduct organizational assessment to uncover the ways misogyny and male supremacy arises in the culture and practices of the organization.
    - Facilitate an internal process to examine biases and support growth and an ongoing learning culture.
    - Help identify concrete ways we can further support, develop, and make visible the leadership of women within the organization.
    - Support staff to perform a human resources policies audit to identify ways we can improve.
  - Among board members:
    - Facilitate an internal process with the board to examine biases and support growth and an ongoing learning culture.
    - Support the board in strengthening its policies and practices around gender justice.

- Among our network of member foundations and in our programs:
  - Assist program staff to review programs to identify ways to express and promote intersectional, trans-inclusive feminist values throughout our work.
  - Assist research and communications staff in developing a research and communications strategies for advancing gender justice and promoting the leadership of women.

### **Timeline**

October 2019 - June 2020

Note: The work will be concentrated in phases based on scheduled staff retreats, board meetings, and staff workflow. Down time is expected during our busiest months of November, February, and March.

### **Required Qualifications**

- Skilled trainer and organizational development expert able to facilitate a thoughtful and introspective process for building a stronger feminist organizational culture.
- Experience helping diverse organizations develop specific action steps for integrating a gender justice lens in all aspects of the organization's work, ranging from human resources policies to organizational communications and programming.
- Proven commitment to and knowledge of social justice, racial justice, and LGBTQ communities.
- Expert knowledge of binary and nonbinary transgender and gender non-conforming communities, and experience integrating these communities in organizational gender equity processes.
- Understanding of historical and contemporary role of misogyny and transmisogyny in U.S. LGBTQ communities.

### **Desired Qualifications**

- Knowledge of philanthropy.
- Understanding of or experience with philanthropy-serving organizations or membership networks.

### **Submitting a Proposal**

Please submit a brief proposal outlining your background and qualifications, your proposed scope of work, and an estimate of all fees and costs. Please include references of 3 organizations you have worked with. Estimates may be emailed to Kristina Wertz at [kristina@lgbtfunders.org](mailto:kristina@lgbtfunders.org). You can also reach out to Kristina with any questions. **Please submit your estimate by Monday, September 23.** We expect to decide on a consultant by early October.

### **Project Budget**

This project is budgeted for \$20,000.