



REQUEST FOR PROPOSALS

Consultant, Economically Just Narratives Project Coordinator

ABOUT NEIGHBORHOOD PARTNERSHIPS

Neighborhood Partnerships (NP) is a statewide non-profit organization whose mission is to help create a better Oregon, one in which we all have access to opportunity, stability, and what we need to thrive. For us, this begins with the basic human needs of having a stable and secure place to call home; and financial well-being. NP was founded in 1989. We're a team of diligent and dedicated leaders committed to building a more equitable Oregon. We work as policy advocates, coalition conveners, organizers and program administrators to increase resources, improve public policy, and spark innovation and collaboration that work toward housing and economic justice.

Our work is increasingly focused on centering the voices of those most impacted by racism, systemic oppression and harmful policy responses. We are committed to building a more racially equitable Oregon, in which both resources and opportunity are shared. Our roles as conveners and organizers allow us to build a deep base of relationships that informs and strengthens our advocacy.

PROJECT GOAL & OUTCOME

The Oregon Economic Justice Roundtable (OEJR) is a shared table of funders, advocates, and other nonprofit organizations advancing collective, sustained action for racial and economic justice. OEJR is co- led by Neighborhood Partnerships and the Asset Funders Network. Our challenge is to enact a bold and liberatory vision that is community centered and will guide and support racial and economic justice. We seek transformative narrative, policy, and systems changes that support economic justice while dismantling structures that perpetuate inequitable treatment. Narratives are deeply embedded in our culture, institutions, and social practices and can play a positive role in understanding the problems we are trying to solve and raise up solutions to root causes. Narrative change is the cornerstone to achieving the transformative policy changes and culture shifts we seek. The Economically Just Narratives Project will build the foundation for our long-term vision and shape our goals and actions.

OEJR is creating a community of practice to craft new narratives: rooted in community, ones that hold as a basic premise the humanity of Black people, and other people of color, and Tribal and Indigenous communities and the inherent worthiness of people to thrive, not just survive. One of the group's primary goals is to co-create a shared narrative with Tribal and BIPOC communities to move from an individualized explanation of poverty and inequality to an understanding of the role of structural and institutional racism and inequity, and a new story of the models and futures that are possible. The work will be led by and grounded in the experiences of Oregon-based BIPOC and Tribal leaders, and the community of practice will draw in relevant expertise from local and national partners as appropriate.

We envision creating a cohort model pairing BIPOC and Tribal-led Oregon community-based organizations (CBOs) with leaders from their community to co-develop community centered narratives, potentially centering on one or two policy campaigns and working together over the course of 12-18 months to develop and deploy new frameworks for how we, our partners, and the public understands and supports racial and economic justice narratives and policies.

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THE OPPORTUNITY

The OEJR seeks a Project Coordinator or Project Team to coordinate the Economically Just Narratives project including support for a cohort of up to 25 people participating in the project as well as thought partners and narrative experts. The Coordinator will serve as an independent consultant contracting directly with NP. The Coordinator will also work closely with the project co-leads NP and the Asset Funders Network.

ROLES SOUGHT IN A PROJECT TEAM

Facilitation, strategy, documentation, and project management.

PROPOSED SCOPE OF WORK

- Support with outreach, recruitment and launch of narrative project
- Developing content designed to reach project goals and goals for each cohort meeting in consultation with project co-leads. This includes helping to identify and developing relationships with additional thought partners/experts who can support the project goals and outcomes
- Co-design, organize and coordinate each narrative project meeting including working with each of the cohort members to ensure they can attend and fully participate and providing accommodations or support as needed while helping make sure the project stays on budget
- Facilitate and synthesize each cohort meeting (the number and length of meetings will be determined as the project evolves and includes no less than 3 meetings or 18 hours) to achieve specific outcomes identified in coordination with the co-leads and cohort to support the forward movement of the project
- Provide support to the cohort and partners as necessary between project meetings to answer questions and facilitate their continued participation, support their internal organizational change to undo harm, and narrative development and testing and, depending on the consultant, providing narrative coaching
- Create an environment that builds trust and relationships among cohort participants
- Participate in regular check-ins with project co-leads and provide internal and external updates to all partners at regular intervals

CORE COMPETENCIES

- As a strong and personable facilitator and communicator (written and verbal) able to create both a brave and safe space to foster trusting relationships, hold conflict, and support meaningful group discussion and action
- Strong equity analysis, specifically around racial equity and anti-Black racism, familiar with racial and wealth inequalities and the history and complex set of related policies and practices
- Interested and well versed in or willing to learn more about the nuances of narrative, its role in shaping culture, understanding, analysis and solutions and the ways in which narrative can harm, shift power, and transform and how to support people in conversations about narratives

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- Able to describe perspectives on everyday narratives working in and with diverse communities and able to work with different perspectives and diverse individuals. Familiar with community led approaches
- A strong project manager able to hold big picture ideals and logistical details at the same time to keep the project moving forward and achieving key goals and benchmarks
- Flexible and adaptable understanding timelines and activities may need to shift as new information and ideas emerge. This a project where certain specific outcomes will be co-created as the project moves forward

Neighborhood Partnerships is an Equal Opportunity Employer and encourages applications from people of color, LGBTQI people, women and people with disabilities. **We strongly encourage applications from Tribal communities and candidates from Black, Indigenous, Latinx, Asian and other communities of color currently living and with professional experience in Oregon**, and/or candidates with experience partnering with a wide range of geographic and racial/ethnic communities.

LOGISTICS

- **Project Timeline:** June 2022 – September 2023
- **Available Funds:** \$40,000 - \$50,000 (additional funds and an extension of this contract may be available)
- **To apply:** Please send a letter of interest (two pages maximum), a resume, and two references to Carlos David Garcia (cgarcia@neighborhoodpartnerships.org) and Annette Case (annette@assetfunders.org)

In your letter of interest, please include the following:

- Please tell us a little about yourself and why you are interested in this position, including your qualifications and descriptions of similar projects
 - Please describe your understanding of narratives and the ways in which you have seen or experienced harmful narratives.
 - Please provide an example of the ways in which a policy, practice or other action has created, contributed to or perpetuated racial wealth inequities and how and why you think that has occurred.
 - Please describe your approach to facilitation and, if possible, provide an example of how you have facilitated a group from concept to desired goals using equity centered principles.
- **Questions:** Contact Carlos and Annette above.

COMMITMENT TO RACIAL EQUITY & BELONGING

Neighborhood Partnerships is committed to advancing racial equity, diversity, and inclusion. This work was accelerated after a one-year journey with the Center for Equity and Inclusion in 2018, which included individual and collective work to understand diversity, equity, and inclusion, as well as interpersonal, cultural, and systemic racism. This resulted in an [organizational equity statement](#),

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operationalizing equity tools like an equity filter and agreements, and an [equity plan](#), which NP has been implementing and continuing to develop, led by an internal Equity Team.

NP finalized our 2021-22 equity goals and a revised equity plan that was made public earlier this year in spring. The organization is committed to ensuring our equity goals are available publicly to help ensure transparency and accountability. We are committed to centering race equity within our work and are continuing to develop how we make equity a practice and create a culture of belonging within the organization. This has impacted every level of our organization and the work we are doing around economic justice.

ADDITIONAL BACKGROUND ON NEIGHBORHOOD PARTNERSHIPS

NP leads a number of initiatives and projects, including our work to expand economic opportunity across our state through the Oregon Individual Development Account (IDA) Initiative. With an IDA, Oregonians with low incomes have their savings for an education, home, small business, or other investment matched by state funds to help reach their financial goals. As managers of the Initiative we raise funds, collect data, and coordinate the IDA-related work of 10 non-profit direct service partners and 60 network partners statewide. Virtually all providers are community-based organizations in housing, but also include housing authorities, community action agencies, education and financial institutions.

Since 2004, NP has convened the Oregon Housing Alliance. The Housing Alliance is a legislative advocacy coalition which works to advance housing opportunity at our state capital in Salem and at the federal level. The Housing Alliance is a statewide coalition of more than 90 members – housing providers, social service providers, advocates, local governments, and residents of affordable housing – who come together with the belief that everyone needs a safe, stable, and affordable place to call home. Since 2018, NP has been organizing and supporting an advocacy group of residents of affordable housing, front line staff, and people in need of affordable housing. This network is called Residents Organizing for Change (ROC) and is a critical part of our work to engage people most impacted by Oregon’s unaffordable housing market.

In 2020, NP helped create and now co-convenes the Oregon Economic Justice Roundtable (OEJR). The OEJR was formed to co-create a shared table of advocates, nonprofits and funders to advance collective, sustained action for racial and economic justice. We believe economic and racial justice requires new approaches toward the creation, transfer and redistribution of wealth, power, and intentional wealth generation.

And lastly, NP co-convenes the Oregon Stop the Debt Trap Alliance (SDTA), a coalition of organizations representing diverse constituents across Oregon to promote laws and business practices that equitably serve the interests of all consumers, particularly communities of color and those with the lowest incomes. The SDTA stands up for Oregonians challenged by economic injustices and provides a voice for consumers in Salem and in local governments where policy decisions are being made.

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