



**REQUEST FOR PROPOSAL:
Mid-City CAN
Addressing and Exploring
Anti-Blackness**

Vision of the work addressing Anti-Blackness:

Here at Mid-City CAN we are committed to creating longevity for this exploration of Anti-Blackness at MCC through conversations with the MCC team (staff/community partner's/ community members). We are coming from a place that anti-Blackness impacts everyone. Through this work we want to engage the community, especially Black community members that we work with regularly and those we will work with in the future. We want to hold space for conversations with our partners about how anti-Blackness shows up in these relationships to hold ourselves and our community partners accountable to take action when Anti-Blackness is being held in the work we are doing. This would be the first part of the process in a multi-part series in Mid-City CAN's commitment to address Anti-Blackness.

Preferred Qualifications:

- Black/ African American / From the African Diaspora
- Experience in group/ organizational mediation and restorative justice facilitation
- Experience navigating and facilitation of conversations around Anti-Blackness
- Experience facilitating conversations around race among a diverse group consisting of people of color
- Committed to maintaining trust and confidentiality
- Experience or an ability to facilitate a large group via zoom or other online platform technology
- Experience or knowledge of community organizing
- Familiarity with San Diego and racial climate
- Able to provide resources and materials for attendees to reference in the future



- Understanding of immigration and the impact of legal status
- Understanding of how racist policies (i.e. redlining) has impacted the San Diego community
- Understanding around power dynamics and how it impacts organizational interactions

Requirements

- Meet independent contractor requirements
- Available to provide follow-up sessions in the form of a check-in after discussions and a summary/overview of the discussions
 - Session(s) with Black staff (as determined from discussion regarding the scope of the work)
 - Session(s) with non-Black staff (as determined from discussion regarding the scope of the work)
 - Session(s) for all MCC staff (as determined from discussion regarding the scope of the work)
- Experience with or a willingness to coordinate with interpreters in advance to ensure thorough translation of the sessions
- Experience with building rapport, trust, and connections with large groups as a facilitator

Goals

- Facilitate a discussion to support the construction of a shared definition of Anti-Blackness
- Educate session attendees on where Anti-Blackness comes from
- Enlighten session attendees on the ways people are covertly and unconsciously contributing to the presence of Anti-Blackness
- Support attendees with and understanding of the systemic impact of Anti-Blackness
- Provide staff with the tools to feel supported and address occurrences of Anti-Blackness



- Create a safe space for session attendees to share and acknowledge their experiences and how those experiences of Anti-Blackness have impacted them
- Hold space for Black and non-Black staff to process the experience or re-experience of trauma that may come up during these sessions.
- Create a framework to make systemic changes within the organization and community

How to apply:

Within a 3-page proposal please share your experience in regards having helped other organizations reach the goals listed above. Please outline your plan on how you envision helping MCC work towards reaching the goals mentioned above. Please provide your facilitation fees (Within a range of \$3k and \$6k including preparation time). Please send your proposals to kstewart@midcitycan.org by September 18th 2020.