



**CHICAGO AUDUBON
SOCIETY**

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Request for Proposals:

Diversity, Equity, Inclusion, and Justice Consultation

Chicago Audubon Society

Background

Chicago Audubon Society is a grassroots bird conservation and education organization. We revised our mission in 2018. We have a renewed commitment to working with members, partners and the public to achieve the outcomes below.

Vision

All communities in our region understand, value and protect birds, other wildlife and habitat.

Mission

Chicago Audubon Society connects people with birds and nature through educational programming, field trips, advocacy, stewardship and research.

Long Term Organizational Outcomes

- All our diverse communities have access to habitats that support birds.
- All our diverse communities have access to educational experiences that foster an understanding of bird biology, identification and conservation.
- All our diverse communities engage in activities that promote bird welfare and healthy habitat.
- Habitats in the CAS region support stable or increasing populations of nesting and migrating birds.
- Public policies reduce threats and protect habitat.

To achieve these outcomes, we set about transforming our board, staff and activities. We are proud to report that currently our board is 1/3 Black, Indigenous and/or people of color, our staff (of 1!) is 100%, and we have met some valued new partners from diverse communities. This has made a tremendous difference in how we shape and deliver our programming, and in how we show up for communities of color.

Our Approach

We also started programs in new areas. We have established a regular presence in McKinley Park. The pandemic has slowed down our launch of programming in Riverdale and West Pullman, as well as the field trip leader training program we had planned for the spring in Washington Park and Rainbow

Beach, but those will come. We think the approach of establishing ourselves in neighborhoods will work well for us. We started an LGBTQ+ nature exploration group, are launching quarterly walks in Washington Park in partnership with Blacks in Green and spearheaded an effort to honor the diversity of Chicago communities through names for the plover chicks.

While we have made some progress toward addressing DEIJ as part of our mission, we know that we have more work to do in order to better show up for BIPOC communities, and to address our own biases and blind spots that hinder our progress. We believe this is both morally right, and necessary to our mission if we are to broaden our conservation impact in a just way. Our board is seeking to identify and engage an expert facilitator to train and educate group members and help to identify important next steps in working together to advance the cause of racial justice.

The Opportunity

CAS seeks proposals from expert facilitators and strategists to support our work to become more effective allies in combating racial injustice. In particular, we are looking for this facilitator to:

- Create a safe space for building mutual understanding and shared learning among this group of board members and staff related to DEIJ and the intersection of racial justice with our work.
- Audit our organization's policies, processes, and programming to identify areas for growth related to diversity, equity, inclusion.
- Guide board and staff members through a process to identify DEIJ outcomes to incorporate into our work, and concrete next steps for us to work together on actions to combat racial injustice in our wider Chicagoland birding community.
- Provide a structured learning experience and new frameworks and resources for continued education and organizational adaptations, thus building a more inclusive and safer environment at our programs and meetings and in our communications.

Discussion about how environmentalism intersects with racism and other types of discrimination is also of interest to our group.

Budget

\$5,000

Timeframe

November 6: RFP released

November 25: responses due

December 1: consultant selected

December or January (approximate): contract begins

Request

If you would like to be considered for this opportunity please send the following to Judy Pollock at CAS@chicagoaudubon.org by November 25:

- CV/bio
- Proposal discussing your approach to the engagement: approach and methods, budget, timeframe, supporting materials, and anticipated outcomes
- 2-3 examples of relevant client engagements and results.