

Critical Community Conversations

Request for Qualifications

Under the advisement of the City's Truth and Reconciliation working group, the Division of Race and Equity is issuing a Request for Proposals for organizations to cultivate a series of conversations focusing on the history of Indigenous communities and historically Black communities in the City of Minneapolis. The historical experiences include forced emotional and physical exiling, emptying people of memory of their original story of belonging. The through lines of enslavement and colonization targeting Black and Indigenous people were legally enforced across the country and the City of Minneapolis was no exception to this rule of law. The purpose of this series is to create bi-directional learning spaces for each peoples histories to be recognized, building power within and across Indigenous and historically Black communities. Listening and talking to each other is healing and builds emotional kinship.

We envision that this series will take place between June – September of 2021 and be a critical resource in the City's Truth and Reconciliation process. Deepening cross cultural learning and relationship building will strengthen the ability of the commission to do its truth telling work. **Note:** This series should not be confused or conflated with an actual Truth and Reconciliation Commission.

Objectives

- Provides education and capacity building to participants on the history of Indigenous and historically Black communities. History should focus on what has happened at the local, state, and national levels and across institutions, with a particular emphasis on the City of Minneapolis Narratives that are shared should be comprehensive, including asset based perspectives that center culture and histories of resistance. They should also encompass the ways that historically Black and Indigenous communities have built and maintained relationships in the past, where there are gaps, and causes for those gaps.
- Provide space for participants to deepen learning within their own racialized, cultural groups as well as in large group conversations.
- Creates opportunity for dialogue and self reflection, offering curriculum and other materials to support the reflection process.
- Promotes opportunity for cross cultural trust building and healing.
- Recruits participants from historically Black and Indigenous communities. Produces a document (strategic plan/playbook/summary) that highlights the narratives that have been discussed in these conversations, guiding City staff and community in moving forward in understanding this history

Format:

- The series of public conversations could consist of multiple formats including but not limited to: panel discussions, lectures, short films or documentaries, interviews, Q&A, etc. Potential applicants are welcome to submit proposals that encompass some or all of these formats. We envision that the initial set of conversations will be only for Black and Indigenous communities with final conversations being open to a wider public.

Budget:

Please provide a budget not exceeding \$30,000 for this work. [Please visit the procurement documents](#)

Division of Race and Equity

[on our website](#) to check out budget restrictions. Also note that the Division of Race and Equity and the City of Minneapolis is unable to reimburse expenses for gift cards.

Prospective applicants:

We are looking for a cross cultural team of individuals or organizations to do this work. For example, an organization doing work primarily within historically Black communities could partner with an organization doing work within Indigenous communities or vice versa. Prospective applicants should have a track record of bringing together diverse community groups with overlapping histories and priorities. Members of the City of Minneapolis' Truth and Reconciliation working group are welcome to apply.

Qualifications & experience for applicants

- Understanding of historical, structural, and intergenerational trauma and its impact on communities of focus
- Community and evidence based practices around implementation of learning series (trainers should have curriculum and materials developed to meet this requirement)
- Proven connections and relationships with population of focus
- Demonstrated understanding and embodiment of human learning theory

Requirements:

- Applicants that are selected for this body of work will be required to become vendors with the City of Minneapolis. Please visit our [website](#) to view our procurement instructions and information
- Additionally, selected applicants will be required to submit a reporting form highlighting their activities. Please view our [sample reporting form](#) for an idea of what this looks like

Apply:

The Division of Race and Equity invites prospective applicants to submit proposals by Monday, April 19, 2021 by 5pm to <https://app.smartsheet.com/b/form/4f08f728aa434bb19fa85d35fe59debb>.

Applications should include a budget not exceeding \$30,000, a timeline, and sample curriculum for these conversations. If you have any questions about the proposal or the process, please email

RaceEquity@Minneapolismn.gov.

Application Questions:

Please answer the following application questions and submit the application, along with a budget, timeline, and sample curriculum to <https://app.smartsheet.com/b/form/4f08f728aa434bb19fa85d35fe59debb> no later than Monday, April 19 at 5pm.

1. Tell us about your organization and/or collaboration?
2. Please describe the series of conversations that you are proposing including how many you envision taking place, including a potential title for this series.
3. How does your series of conversations bring together historical perspectives from both historically Black communities as well as Indigenous communities? Provide examples of what this would look like. How does your series of conversations accomplish the other objectives as outlined in the RFQ?
4. Please describe the format and learning modalities that you will utilize in this series of conversation including but not limited to didactic, small group discussion, individual reflection, presentation, or coaching.
5. How will you ensure the safety, care, and follow up of a participant who may become triggered during your training?
6. How do you plan to address disrupters or those who may compromise the intention for cross cultural learning and sharing?
7. Describe background and related experience providing the required services, including experience developing and providing a curriculum, experience discussing trauma and resilience with a variety of audiences, and experience working and partnering with specific communities.
8. Please list out any additional personnel you intend to work with on this project including subcontractors.
9. Please include two references who can speak to the quality of your work.
10. Please indicate proposed cost of service including a description of how costs were determined, hourly rates, direct cost, list of charges per classification of employee. Please include the hourly rates of each individual working on your project. Costs should also include how many hours it will take to prepare for this series.
11. Please prepare a proposed timeline of activity from June – September of 2021.