

Gender Inclusivity Learning Facilitator

Request for Proposal

Learning and Development Solutions, Human Resources
City of Minneapolis

Contact:

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Introduction

The City of Minneapolis' Learning and Development division of Human Resources, in partnership with the City's Transgender Equity Council, is seeking a facilitator to design, develop and deliver interactive learning programming on trans/gender non-conforming (GNC) inclusivity and equity. The audience will be City employees at all levels.

As City employees interact with customers and collaborate with co-workers, we want to ensure all are equipped with understanding and skills to successfully navigate all human differences. Our overarching purpose for seeking gender inclusion learning is to educate and empower staff members with foundational knowledge, skills and strategies to ensure that all gender identities are honored and respected. We hope to build on this learning with additional content that will assist staff members in making changes related to increasing gender equity in the workplace.

Program Objectives:

- Participants will be grounded in a clear understanding of concepts related to gender inclusivity, including gender identity vs. sex assigned at birth, gender expression/presentation, sexual attraction, romantic/emotional attraction, and what it means to move towards gender equity.
- Participants will be equipped to use appropriate terminology and engage respectfully when interacting with, speaking or writing about the transgender community.
- Participants will develop communication skills that promote respectful behavior and help trans and gender non-conforming people feel welcomed and included as co-workers or as customers of City services.
- Participants will have opportunities in a safe environment to practice skills and build mastery.
- Participants will have an understanding on how this information relates to their job responsibilities and how to incorporate the content into their daily work.

Desired Facilitator Qualifications:

- Has personal experience navigating the complexities of the lived experiences of non-cisgender individuals, has a history of personal involvement in advocacy for non-cisgender identity issues, or similar non-work experiences.

- Is a sole proprietor or a small business that meets the qualifications to participate in the City's Target Market Program.
- Has two or more years experience delivering learning programs on this topic to corporate, community, or public sector audiences.
- Has experience incorporating intersectionality, racial equity, and other identities into their gender equity learning content.
- Is familiar with adult learning principles and techniques so as to create a highly participatory, learner-centered experience.
- Is able to customize a standard program to meet the needs of a particular audience.
- Has the capability to deliver the program via synchronous webinar (i.e., Zoom, Teams, etc) and in-person.
- Ability to "begin where the client is" by taking a developmental approach rooted in the idea that navigating differences is something that is learned over time and that most people are doing the best they can with their present level of knowledge and skill.

Application Process:

- Email your resume or qualifications summary to Dawn Baker and Destiny Xiong.
- Include your course facilitation hourly and/or half-day rate, and additional fees you charge to confer with customers and customize your curriculum.
- A small panel will select finalists for interviews.
- Interviews will be conducted via Zoom.
- Deadline for applications is Friday, May 21, 2021.