

# Trauma and Resilience Services & Capacity-Building RFQ

## Background

In September 2016, the City of Minneapolis' Division of Race and Equity was one of several sites nationally awarded a federal grant under the Resilience in Communities After Stress and Trauma (ReCAST) program of the Department of Health and Human Services (DHS). Administered through DHS' Substance Abuse and Mental Health Services Administration (SAMHSA), the ReCAST program is designed to address trauma that occurs in communities as a result of structural violence recognizing that Black, Indigenous and other People of Color (BIPOC) experience a higher rate of this trauma. Though this type of violence has persisted for centuries within BIPOC communities, movements across the country have elevated the need for racial healing as well as systemic transformation and justice. ReCAST aims to amplify this healing work by addressing the trauma that arises after incidents of civil unrest. ReCAST also looks at ongoing trauma as a result of a long history of policymaking, practices, and investments that have harmed communities of color. The overarching goal of this program is to promote racial equity and resilience in communities that have experienced civil unrest, with a focus on youth, their families, and others who live in high-risk geographies.

ReCAST Connect Minneapolis a program of The City of Minneapolis' Division of Race and Equity was designed to link residents to culturally-specific or licensed mental health providers after a traumatic event and for ongoing support and healing services in community, to meet the objectives mentioned above. Our goal is to ensure that the awareness, programming, and services that emerge from this work are rooted in a commitment to undo racism in our city as well as authentic grassroots community leadership at all levels.

Over the life cycle of the grant ReCAST Connect served 735 individuals in Year 2 and 1,295 individuals in Year 3 and our 2019 data tell us that:

- 52% of community residents used behavioral or mental health services for the first time when working with providers through ReCAST Connect;
- 56% of respondents found providers by word of mouth promotion.
- 78% of respondents strongly agreed that working with a Connect Provider was helpful and
- 78% reported being very satisfied with the services they received.

Based on these findings, ReCAST Connect is a solid community healing program with a variety of providers offering resources and services that community needs and wants to access. But due to the complex nature of such programs living inside of the city of Minneapolis' institution, and the City's limited role in providing direct mental health services to the community, the City of Minneapolis' Division of Race and Equity seeks to transition this program to an organization whose mission and practice more closely aligns with the goals of the City of Minneapolis' Division of Race and Equity ReCAST program.

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## Scope of work

As the City of Minneapolis' Division of Race and Equity does not engage in direct service with community in the areas of mental and behavioral health, we seek a qualified candidate to design and implement a process that tracks towards the following objectives:

**Objective 1:** Develop, implement an *online* repository of providers including community cultural healers and licensed mental/behavioral health providers available to the community. This includes developing an awareness of repository in the community.

**Objective 2:** Increase in the number of providers in the repository to receive training in trauma informed approaches, violence prevention, mental health literacy, and other related trainings mental health or related workforce trained in behavioral/mental health trauma-informed approaches.

**Objective 3:** Increase the number of individuals (youth and family members) from the ReCAST Minneapolis geographical area of focus receiving services for trauma informed behavioral health.

**Objective 4:** Develop and implement a process to provide funding to providers in the repository to increase the number of individuals (youth and family members) receiving services for trauma informed behavioral health.

**Objective 5:** Meet the program data collection requirements including evaluation as required by the SAMSHA.

Candidates will also have a strong ability to collect and submit monthly program engagement data, as required by SAMHSA. The required data measures the number of people/organizations that have been served/trained as indicated below:

Indicator	Who to count	Target # of Individuals Served by 9/29/2020
The number of people in the mental health or related workforce trained in behavioral/mental health trauma-informed approaches	The number of providers trained; not the number of times you trained them.	100
The number of providers coordinating and sharing resources with each other.	The number of providers over the course of the contracted work in the collaboration; NOT the number of resources shared, or the number of meetings held; NOT the number of individuals	100
The number of people (youth and family members) receiving services for trauma-informed behavioral health services.	The number of individuals that receive a trauma-informed behavioral health services.	2000

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## Subrecipient

To carry out the program on the City's behalf, the vendor becomes a subrecipient of the grant and is required to adhere to the grant regulations under 2 CFR 200 (Uniform Guidance), the selected vendor will be a 1st tier subrecipient of the funds. When the selected vendor makes an award to the providers to carry out the program services, those providers become 2nd tier subrecipient. The federal requirements and regulations flow down both tiers of subrecipients. The vendor in turn enters into agreements with other organizations for programmatic services, those entities are then subrecipients of our subrecipient and as such all the regulations flow down to the next tier of subrecipients. Please be sure to review all [subrecipient documents](#) on the Division of Race & Equity's website before submitting your proposal.

## Proposal Format

Interested applicants should submit a proposal that include 2 references and the following:

**Project Statement** that details interest, demonstrates competency and understanding of the objectives. Provide resumes for all individuals who will be working on this project and organization summaries including the organization's mission, vision and or value and how they align with the goals. This portion should not exceed 5 pages.

**Detailed work plan** with clear timelines, goals and objectives that plot to the scope of work. Include an overview of the materials/models that you will use to complete this work. A [work plan template](#) can be found on the Division of Race & Equity's website.

**Budget detail** that reflects the composition of the scope of work in including administrative costs, supplies, and any other pertinent details (I.e. funding awards amounts, repository design, provider training sessions, etc.). We ask prospective applicants to propose how much these items will costs depending on scope of work administered and experience.

We intend on selecting one vendor for this program. Vendors can consist of an organization or a collaboration between multiple entities. A successful partner would have demonstrated competency in the following areas:

- Strong administration skills
- Proven connections and relationship with population of focus
- Authentic relationships in the community strong community engagement
- Proven Marketing and communication resources that are diverse and equitable
- Understanding of historical, structural, and intergenerational trauma and its impact on Minneapolis residents
- Access and or capacity to evidence-based practices around training in one or more of the scope areas
- Strong fiscal responsibility including a clear equitable process for disbursement of funds to providers in the repository

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## Requirements:

Please be sure to look over the Terms and Conditions document on ReCAST Minneapolis' web page. This document lists the requirements that your organization will need for insurance and also spells out what selected trainers will be agreeing to. Selected vendors will be required to demonstrate understanding and agreement to terms and conditions, as set by SAMSHA and City of Minneapolis' Division of Race and Equity. Selected vendors will be required to submit a reporting forms of their work as demonstrated in the work plan.

Please review the funding restriction before submitting your proposal.

## Anticipated Timeline:

**RFQ Released** Tuesday, March 10, 2020

**RFQ Due by** Tuesday March 31, 2020 @ 11:59 p.m.

Please submit to [recastminneapolisinfo@minneapolismn.gov](mailto:recastminneapolisinfo@minneapolismn.gov)

**Notified by** Friday, April 10, 2020

**Technical Assistance: Two information calls to interested applicants will take place on Wednesday March 18<sup>th</sup> 2:30 –3:15pm and Wednesday March 25<sup>th</sup> 11:00 am- 11:45 am. Dial in (605) 313-5372 enter passcode: 659422 and follow the prompts. Calls will not be recorded.**

## Review Process

Proposals will be reviewed and evaluated by a committee made up of City of Minneapolis employees and community members. Evaluations will be based on the required criteria listed under the proposal format spelled out above. A collaborative process will be used to make final recommendations on awarding contracts to fulfill the scope of work.

## Target Market Program

We ask that all vendors who are for profit companies to apply to be a part of the City's Target Market Program. Non-profit organizations do not need to apply to be a part of this program. You can find the link to apply on the City's Purchasing page at

<http://www.ci.minneapolis.mn.us/finance/procurement/TargetMarketProgram>.

This was developed [in part] under grant number 1H79SM063520-01 from the Substance Abuse and Mental Health Services Administration (SAMHSA), U.S. Department of Health and Human Services (HHS). The views, policies, and opinions are those of the authors and do not necessarily reflect those of SAMHSA or HHS.

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## ReCAST Connect Model

*\*As a point of reference included is an illustrative model of the current ReCAST Connect program. This model is in no way meant to restrict the creativity of a vendor. \**

ReCAST Connect Minneapolis is a program of The City of Minneapolis' Division of Race and Equity and is designed to link residents to culturally-specific or licensed mental health providers after a traumatic event and for ongoing support and healing services in community, to meet the objectives mentioned above.

ReCAST Connect served 735 individuals in Year 2 and 1,295 individuals in Year 3 and our 2019 data tell us that:

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Due to the complex nature of such programs living inside of the city of Minneapolis' institution, and the City's limited role in providing direct mental health services to the community, the City of Minneapolis' Division of Race and Equity seeks to transition this program to an organization whose mission and practice more closely aligns with the goals of ReCAST Connect.

**Website-** resource map that pin points where providers are located. This map not only details the locations of services but also provides the public with information such as services provided and contact information.

Providers who are interested in being placed on the map, complete an online form or application for processing, this form will hold the necessary information for placement on the map.

Once selected to be on the map, providers are sent an electronic version of the [Memorandum of Understanding](#), which will be signed by the provider BEFORE they are placed on the webpage.

Connect providers are defined as:

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**Community Cultural Healer** is someone from a cultural and/or ethnic group that draws on traditional practices as sources of healing and resiliency, rather than Western scientific practices alone. For example, a community healer may draw on traditional practices of meditation and yoga to promote healing. **Must have advanced education, training, credential or license.**

**Mental health providers** are professionals who diagnose mental health conditions and provide treatment. **Must have at least a master's degree or more-advanced education, training, credential or license.**

## Trauma Informed Services

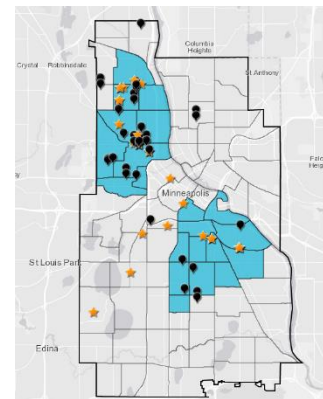
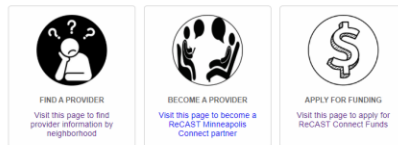
### ReCAST Minneapolis Connect

Minneapolis is made up of vibrant and diverse communities who all experience trauma in different ways. ReCAST Minneapolis is committed to building the capacity of our communities and changing the way we think and talk about trauma in our communities and repair and recover after experiencing one or more traumatic events that have impacted you, a family member or your community. As a City, we must take care of our mental, emotional, spiritual and physical wellbeing. Here are a few things you can do to take care of yourself today:

- Focus on the good, even when life is hard
- Reach out to a friend
- Get physically active
- Take care of your spirit
- Stop negative self-talk
- Find resources below

ReCAST Minneapolis invites you to connect with community cultural healers - individuals from a particular culture and/or ethnic group whose work is rooted in traditional practices as sources of healing and resiliency, rather than western scientific practices alone - or a mental health provider - professionals who provide therapeutic treatment.

Community cultural healers use some of these strategies: meditation, prayer, smudging, using herbs and spices, using essential oils, using traditional medicines, mind-body practices, etc.



**Training** - two training opportunities for providers were offered that were offered at no charge. These trainings were designed to increase the capacity of providers to understand stress and trauma, deepen their ability to foster healing and resiliency, and to promote policy and systems change and have concrete education and skills to inform and address these issues. Trainings focused on the following areas:

### *Trauma awareness and evidence-based education*

- Historical and ongoing trauma in communities of color including immigrant and refugee trauma and the effects of white supremacy on non-white bodies
- Trauma and its impact on the mind and body
- Building empathic providers to promote healing centered engagement rather than a trauma informed approach and response solely

### *Skill building to address healing and resiliency*

- Restorative justice practices and circle training
- Youth and Adult ACES Education
- Secondary Vicarious and caregiver trauma
- Faith based and spiritual healing process to provide holistic post-traumatic growth Relationship

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## *Relationship building and network development among providers*

- Provide opportunities for providers to get to know each other and build relationships
- Form the basis of a network of folks who are trained in a similar methodology to respond to crisis.

## *Systems change interpretation*

- Identifying and solutioning systemic barriers around accessing trauma healing resources

## **Funding Administration-**

ReCAST Connect funds were awarded in the following formats:

- *10 Individual Mental Health Providers will be awarded a one-time \$2500 mini grant*
- *10 Individual Cultural Healer Providers will be awarded a one-time \$2500 mini grant*
- *5 Mental Health Provider agencies/ organizations will be awarded a one-time \$5000 mini grant*
- *5 Cultural Healer Providers agencies/ organizations will be awarded a one-time \$5000 mini grant*

To establish payrates for providers, ReCAST administered a “[rate of services](#)” survey for providers. This allowed for providers to use a fixed amount to charge an equitable amount to the program for their services and allowing for more flexibility to give funding for capacity building funds through the program.

**Evaluation** – a collection of monthly reporting forms, surveys, and evaluation documents from each provider that received funding.