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REQUEST FOR Quotation (RFQ)

COG Racial equity EDUCATION AND TRAINING

Proposers shall submit electronic copy

with the complete proposal to:

Proposals shall be uploaded no later than

2:00 p.m. EDT, TBD

Electronic submissions are required to be

submitted for this RFQ To COG’s solicitation “lockbox”

*NOTE: See lockbox submission instructions in Section VIII*

**REQUEST FOR PROPOSAL**

**RFQ 20-001**

 **Release Date \_\_\_\_\_\_\_\_\_\_\_**

COG racial equity EDUCATION AND TRAINING

**I. METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS**

The Metropolitan Washington Council of Governments (“COG”) is the regional organization of the Washington area's 24 major local governments and their governing officials, plus area members of the Maryland and Virginia legislatures and the U.S. Senate and House of Representatives.

COG has a staff of more than 130 professionals, including transportation engineers, urban planners, civil and water engineers, and public safety experts. Most work in the Transportation Planning, Environmental Programs, Community Planning and Services, and Homeland Security and Public Safety departments. Additionally, COG staff members support several administrative and agency-wide member services, such as accounting and finance, contracts and purchasing, human resources, information technology and facilities, communications, and member and government relations.

The [Board of Directors](https://www.mwcog.org/committees/cog-board-of-directors/) is COG’s governing body and is responsible for its overall policies. The [National Capital Region Transportation Planning Board](https://www.mwcog.org/committees/transportation-planning-board/) and the [Metropolitan Washington Air Quality Committee](https://www.mwcog.org/committees/metropolitan-washington-air-quality-committee/) are independent policy boards staffed by COG. In addition to these boards, a wide network of policy, technical, and advisory committees advance COG’s regional work.

**II. PROJECT OVERVIEW AND BACKGROUND**

Across the jurisdictions served by COG and throughout the nation, health outcomes vary starkly by race and ethnicity. The coronavirus pandemic has provided a harsh example, but the problem of health inequities is larger and older. For generations, African Americans have experienced higher mortality rates than whites, and Hispanic Americans have died at higher rates from diabetes and other chronic diseases. Such inequities help explain why life expectancy varies by 28 years across the COG region. African Americans account for 93% of the population in the five census tracts with the lowest life expectancies but only 7% of the population where life expectancy is highest.

Health is also influenced by place, and health inequities are influenced by structural racism, the “systems, social forces, institutions, ideologies, and processes that generate and reinforce inequities among racial and ethnic groups.” Minority communities often have lower household income and less access to education, healthy foods, green space, affordable housing and transportation, and health care. In addition, these communities often face greater health threats such as air pollution and violence. A study by Virginia Commonwealth University’s Center on Society and Health estimated that nearly half (47%) of the variation in health across census tracts in the COG region was associated with race and immigrant status.

Many jurisdictions in the COG region have committed themselves to racial equity initiatives to reduce health inequities. They are addressing neighborhood conditions that restrict opportunities for good health and economic mobility, and are hosting open discussions about racism, dismantling exclusionary policies that disadvantage groups, investing in neglected neighborhoods, and curbing gentrification and the displacement of residents. They seek a future in which the opportunity for good health is available to all residents.

Racial equity is a fundamental COG value, which has been affirmed by the Board of Directors in the following statement and [resolution R26-2020](https://www.mwcog.org/documents/2020/07/08/certified-resolution-r26-2020---racial-equity-as-a-fundamental-value-equity/) approved in July 2020.

*The Board affirms that our work together as the Metropolitan Washington Council of Governments will be anti-racist and will advance equity; and*

*The Board affirms that Equity will be woven into COG’s Region Forward Vision to ensure a more prosperous, accessible, livable, sustainable, and equitable future for all area residents and throughout COG’s analyses, operations, procurement, programs, and priorities.*

The COG Chief Equity Officers Committee is charged with advancing racial equity within COG programs and committees, COG member local governments, and throughout the metropolitan Washington region. The Committee will support COG’s mission to be anti-racist and advance racial equity through work focused on implementing policies and practices that promote racial equity for all area residents and throughout COG’s analyses, operations, procurement, programs, and priorities. The Committee’s work will support the Chief Administrative Officers, the COG Board of Directors, and policy committees. The Committee is comprised of the Chief Equity Officer, or equity lead, from each COG jurisdiction.

**III. SCOPE OF WORK**

The COG Chief Equity Officers Committee is seeking contractor(s) with demonstrated knowledge of racial equity and experience with organizational racial equity education and training. A variety of trainings are needed for staff at small, medium, and large local governments looking to advance racial equity through education, training and practices.

Training and education offerings should focus on one or all of the following topics:

Normalizing conversations about race: this workshop should focus on normalizing conversations about race, developing and sharing a racial equity framework, and operating with urgency and accountability. By the end of this workshop, participants should gain a deeper understanding of the broader and structural ways in which race is constructed. This workshop should also examine the regional landscape through a data review with an equity lens and should introduce participants to key racial equity terminology.

Developing effective dialogue to address policies and practices that limit the advancement of racial equity: this training should develop the capacity for participants to engage in uncomfortable conversations about race; examine a broad range of perspectives from different stakeholders; identify and address practices and policies that have fostered the achievement gap; create a culture in which all practices and policies are developed through a racially conscious lens.

Racial Equity Introductory Training: training focused on developing the capacity of participants to better understand racism in its institutional and structural forms. Present a historical, cultural, and structural analysis of racism. Topics covered could include: understanding and controlling implicit bias; race, poverty, and place; institutional power; importance of definitions of race and racism; history and legacy of race in American economic and policy development; racial identity and its interaction with institutional culture.

* Addressing Race Relations in 21st Century:interactive presentation for participants to develop an appreciation for their role in becoming anti-racist by: providing a framework on how to address issues of equity and race; creating common language for entering into discourse; and increasing ones understanding of diverse experiences and perspectives. This training should address the importance of racial cognizance; increasing knowledge of others and their experiences of racism and oppression; developing skills to work effectively across cultures; and advocating and taking action to initiate change.

Training and education offerings should include the following essential components:

* Explicit conversation and expert facilitation to illuminate the connection between individual, institutional, and structural racism, and to deepen participants’ understanding of the broader and structural ways in which race is constructed. Curriculum should incorporate institutional and structural strategies which are most effective for leveraging change throughout the organization.
* Tailored workshops and learning activities to best meet the needs of each local government. Facilitator(s) should be willing to re-design activities in the moment to ensure participants’ time and experience is maximized. Participants will be encouraged to engage in pre-workshop activities to maximize efficiency during workshop times.
* Feedback from workshops and stakeholder engagements shall be documented and submitted for review. While staff will assist in facilitating meetings, ensuring the confidentiality of participant feedback will be the responsibility of the selected contractor.
* The contractor shall ensure that the participant engagement process is equally responsive to the unique challenges of the organization, its employees, committee members, and other participating stakeholders.