Partner with us on Diversity, Equity, and Inclusion work
Carbon180

Request for Proposals: Development of Carbon180 Diversity, Equity and Inclusion Facilitation and Planning
Proposal Deadline: March 31, 2020
Email questions to: hello@carbon180.org ATTN: DEI Consultant RFP; Apply using the Google form below.

Background
Carbon 180 is a non-profit organization that brings together scientists, policymakers, and businesses to fundamentally rethink carbon (our annual report, and info sheet). As our organization grows, we want to build a strong foundation to advance diversity, equity, and inclusion (“DEI”) at Carbon180 and build a culture of inclusivity. We seek to create a workplace environment where our colleagues can freely advocate for themselves and each other. It is critical to not only build that culture of inclusion internally but expand these principles and practices more broadly into the carbon removal field, building a carbon removal community that fosters equity.

We know that a diverse and inclusive organization does not build itself, but must be created through sustained effort by leadership, staff, and each individual member. As an organization, we can only achieve our mission when we promote the active participation and leadership of people with diverse identities, perspectives, and backgrounds. We know that the climate space is not particularly diverse and the work of communities of color is rarely acknowledged. We are responsible for learning from the past in order to pursue equity in climate solutions today and into the future.

We acknowledge that we are all learning and one of our goals is to deepen our understanding of the scholarship around DEI and ensure it is weaved seamlessly across all our work. Through an initial examination of the strengths and weaknesses, we identified recurring gaps in our DEI knowledge and processes, areas where we would like to learn more, develop tools, and embed into our operations as we continue to strive for open communication and transparency. Our broad organizational DEI goals:

- **Transform** our organizational culture to create spaces for formal and informal learning to proactively address diversity, equity, inclusion and embed those principles in our work.
  - Define internal C180 strengths and weaknesses - an organizational audit;
  - Assess opportunities for optimizing DEI strengths and overcoming weaknesses in our organizational structure, mission and strategic plan.
  - Embed DEI into our recruiting, hiring, and performance evaluation processes
- **Create a common language** to actualize our DEI goals, including a clear shared statement of DEI values and principles that will be the lens through which we continuously improve our work and the work of our partners.
Create appropriate staff training program that includes hands on activities, readings, and dedicated in-person and/or virtual moderated workshops that help our team learn DEI principles, address internal issues, and set a continuous improvement plan.

- **Instill a continuous learning culture** and find new and creative ways to measure our progress in living and practicing our DEI value and principles throughout our organization and our work.

With a $25,000 grant from the Hewlett Foundation, we seek a person or team to guide an organization-wide DEI audit and help create a common language and values that can be embedded DEI into our work. We are also interested in comprehensive DEI training that includes hands-on activities, readings, and dedicated in-person and/or virtual moderated workshops that facilitate honest discussions within our team.

**Timeline**

Feb 2020: RFP release
March 31, 2020: Proposal due date
April 1, 2020: Notification of award
April – May 2020: Facilitate team discussions
May 2020 – June 2020: Audit of current operations
June - July 2020: Staff training activities
July - August 2020: Create evaluation plan

To apply, please submit this [Google Form](#) with your answers to the following questions:

1. Resume
2. Preferred email and phone to contact you with any follow up questions
3. You and/or your firm’s DEI consulting experience (<200 words)
4. Proposed work plan for this project (<800 words)
   a. A proposed set of priorities for this work
5. Proposed budget. We recognize that our current grant funding may not be sufficient to achieve all of our objectives above. Please submit a high-level budget for how you would spend the first $25,000, and an estimated cost of additional work to achieve our full list of objectives.
6. A reference, ideally at an organization of similar age/size to Carbon180

Please send questions to info@carbon180.org ATTN: DEI Consultant RFP