

SIUSLAW COHO PARTNERSHIP - SCOPE AND BUDGET FOR DIVERSITY, EQUITY, AND INCLUSION CONSULTANT

ABOUT US

The [Siuslaw Coho Partnership](#) (SCP) is a group of 10 federal, state, and local organizations working together towards holistic watershed restoration and coho recovery in the Siuslaw and Coastal Lakes Basins of Oregon. The SCP has collaborated on restoration projects for nearly three decades. Our partner organizations include: Siuslaw Watershed Council, Bureau of Land Management, Siuslaw National Forest, Siuslaw Soil and Water Conservation District, Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians, Confederated Tribes of the Siletz Indians, the Oregon Department of Fish and Wildlife, and the McKenzie River Trust.

The SCP's vision is: "a future where collaboration among residents drives thriving local communities that exist in balance with the region's highly productive Siuslaw River watershed. In addition to providing critical services that promote a high quality of life for local residents (like drinking water, flood storage, and nature-based recreation), the Siuslaw watershed will continue to generate some of the largest, most diverse coast coho (and other) salmon runs on the Oregon coast. Healthy salmon habitats – and the numerous plant and animal species that rely on them – will foster social and economic well-being in the Siuslaw Watershed and promote resilience to changing watershed conditions."

ABOUT YOU

We seek a consultant that is **well-versed in working with rural conservation organizations, tribes, government agencies, and community to center diversity, equity, and inclusion (DEI) in relationships, programs, operations, and partnership identity and structure.** This consultant:

- Has experience in building organizational capacity for justice.
- Is experienced through learning background or lived experience at advancing equity and justice for folks with identities including, but not limited to, indigenous identity, race, class, gender, neurodiversity, and sexual orientation, and their intersections.
- Demonstrates experience identifying place-based DEI issues and evaluating potential solutions within the scope of our partnership mission and service area.

ABOUT OUR WORK TOGETHER

We seek a consultant to guide us in becoming an open and inclusive partnership where:

- Equity and justice are imbued and embedded in our partnership;
- We have tools for building and repairing relationships;
- We practice learning and reflection as a partnership;
- Our conservation initiatives are inclusive and ideas from historically and presently marginalized communities are elevated, discussed, and affirmed.

SCOPE OF WORK

We seek a consultant who can collaborate with us to:

- Program audit to identify knowledge, capacity, and systems gaps and opportunities for integrating DEI values/principles into current program work;
- Develop a menu of strategic activities and a method to screen new opportunities so that program implementation results in just and equitable outcomes for the community of the Siuslaw Watershed
 - E.g. incorporate DEI language/protocols into governance documents and practice, systematize cultural consultation with local tribes before project implementation (including restoration, education/outreach, monitoring, etc., projects)
- Summary document based on specific geography, partnership, and community describing outcomes from the above activities that provides program staff with a suite of prioritized recommendations for program changes and specific strategies, tasks, and timelines for implementing those changes.

Broadly, the process could look like (but seeking and open to new ideas):

- Tour the Siuslaw and Coastal Lakes watersheds with SCP Chair and DEI committee to get a sense of the geography and community; review SCP Strategic Action Plan, governance documents, and other program resources;
- Kick-off meeting with the whole partnership, and subsequent meetings with individual representatives of partnering organizations;
- Designing a survey that partners and stakeholders can distribute to reach Siuslaw residents and other stakeholders in the area to identify top local DEI issues;
- Scheduling follow-up interviews with key survey respondents and DEI committee;
- Assembling summary report on findings and key actions.
- *Note: SCP meetings are typically held in Mapleton or Florence, Oregon, and occasionally remotely. In-person attendance at meetings is strongly recommended to get a sense of the people and geography, however much of the anticipated work can be done remotely.*

TO APPLY

To submit a proposal, please email SCP Chair Rosemary Pazdral, coordinator@siuslaw.org, with your application materials by June 1st, 2023. Proposal materials should include:

- Cover letter
- Narrative of proposed actions and deliverables
- Relevant experience and references
- Timeline (aligned with proposed SOW deliverables)
- Budget (with line items aligned with proposed SOW)

- Optional: Work sample that you feel represents similar work that you've done for another client. If included, the work sample would remain confidential and used solely for the evaluation process.

ADDITIONAL INFORMATION

The maximum budget for this work is \$15,000.

There will be an open question and answer session on May 10th via Zoom that all potential applicants are welcome to join. The Zoom [link is here](#). If you are unable to attend the Q&A session, you can request information discussed during the Q&A directly from coordinator@siuslaw.org.

We will begin reviewing proposals on June 2nd, 2023, and make a final decision by June 10th, 2023. Proposals will be reviewed by the SCP DEI Committee. Contractors should be prepared to begin work by June 20th. All deliverables should be finalized and invoiced by December 10th, 2023.

Timeline:

- May 5th: RFP released
- May 10th: Open Q&A session
- June 1st: Proposals due
- June 2nd: SCP DEI Committee begins proposal review
- June 10th: Final proposal selected
- June 10th—20th: Final contract executed
- June 20th: Selected contractor prepared to initiate project
- June-December 2023: DEI project work
- December 10th: All deliverables finalized and complete, and final invoice submitted.