



Oregon Shores Conservation Coalition

Request for Proposals for DEIJA Consultant

Summary

Oregon Shores is seeking an external BIPOC diversity, equity, inclusion, justice, and accessibility (DEIJA) consultant to provide foundational training to Oregon Shores' staff and board. This consultant will also provide direct coaching for the Executive Director. Most importantly, the consultant will provide input into our organization-wide strategic plan, including an updated and expanded diversity policy and land acknowledgement. Once the strategic plan is finalized, the consultant will work with the Executive Director, Treasurer, and financial advisors to draft a multi-year budget, including financial implementation of key DEIJA points from the strategic plan and a grant procurement strategy to continue funding DEIJA work.

Background

The [Oregon Shores Conservation Coalition](#) ("Oregon Shores") was founded in 1971 to protect the public interest in Oregon's beaches created by the Beach Bill, and became a 501 (c) (3) non-profit in 1993.

Our vision is for a healthy and resilient Oregon coast where all people and nature thrive together. We work to achieve this by engaging, educating, and empowering people to protect and increase the resilience of the coast's ecosystems, landscapes, and communities.

Oregon Shores is committed to diversity in all its forms. We seek to reflect the community within which we work: the residents of the entire Oregon coastal region, and the larger community of those globally who visit the coast and are concerned about its welfare. We are not only open to participation by those of all ages, genders, ethnic groups and social minorities, but we also, to the best of our ability, reach out to a diverse array of groups in an effort to include them in all phases of our work and at every level of the organization.

Furthermore, in the past two to three years, we have worked to implement programming in rural and minority-attended K-12 schools in Oregon's seven coastal counties. In this way, we have sought to serve diverse communities of Oregon's coastal region. However, we have not done enough work to actively engage on DEIJA issues.

Timeline

This contract will begin in late 2024 and last until the objectives are completed.

- Proposal submission deadline: August 30, 2024.
- Committee reviews proposals: week of September 2.
- Interviews: Tuesday, September 10, and Friday, September 13.
- Contract offered: Monday, September 16.

Payment

\$15,000 total, half paid upon signing of the contract, and half paid upon completion of the objectives.

Office/Location

Remote location, Oregon. This position will be a remote-working position; the consultant will need to have their own laptop/computer, phone, internet connection, and office space.

Oversight

The consultant will be overseen directly by Elise Newman, Oregon Shores' Executive Director. The consultant will also communicate regularly with the DEIJA Committee, made up of staff members and board members.

Objectives

- Ensure that Oregon Shores is an inclusive and welcoming workplace so that more BIPOC, LGBTQIA+, and diverse people apply for future positions
- Increase DEIJA knowledge and sensitivity on Oregon Shores' staff and board
- Increase the Executive Director's understanding of DEIJA issues
- Create actionable steps so the Executive Director can lead Oregon Shores on a more DEIJA-focused path
- Include DEIJA tenants in both the strategic plan and multi-year budget, so that our organizational actions match our intentions
- Enhance cultivation of relationships with priority peoples and groups (Tribes, Spanish-speaking communities, BIPOC communities, LGBTQIA+ communities, etc.)
- Create a plan to diversify audience demographics to include mobility-impaired individuals, priority groups (Spanish-speaking communities, Tribal communities, BIPOC communities, LGBTQIA+ communities, etc.)

- Create a roadmap for Oregon Shores' DEIJA work for future years
- Identify areas of environmental concern for priority communities and provide those communities with a vehicle to learn about relevant environmental topics and inaugurate their own projects
- Make our current programming (CoastWatch, CoastWatch in the Schools, community science, advocacy events, etc.) more accessible to diverse audiences

Deliverables

- Identify, plan, and deliver trainings for Oregon Shores' staff and board
- Identify, plan, and deliver one-on-one coaching for the Executive Director
- Targeted messaging and outreach strategies to reach diverse audience segments.
- Recommendations for events and speakers that target DEIJA audiences
- Actionable strategies for cultivating relationships with priority and minority groups (Tribes, Spanish-speaking communities, BIPOC communities, etc.)
- Recommendations for DEIJA language in Oregon Shores' strategic plan and actionable steps for implementation
- Recommendations for DEIJA inclusion in Oregon Shores' multi-year budget, in line with the strategic plan recommendations
- Updated diversity policy and personnel policies
- Land acknowledgements and/or call for actions, both for print on our website and for reading aloud at the start of events
 - These land acknowledgements should reference the history of Oregon by using native names for locations and places of interest
- Map of accessible beaches and rocky habitats, and list of cities renting equipment (such as beach wheelchairs) on our website for mobility-impaired audiences
- Grant procurement strategy to continue funding DEIJA work
- Identify what other capacity might be needed to make Oregon Shores' DEIJA work more effective and create a roadmap for future years

Proposal Instructions

Interested consultants should submit a proposal that includes:

- Overview of experience and qualifications, including history of work with nonprofits
- Proposed approach and methodology for achieving objectives
- Timeline for project completion
- Detailed budget, including all costs and expenses
- Examples of past work relevant to this project
- References

Proposal Submission

Submit proposals electronically to Elise Newman, Executive Director,
elise@oregonshores.org, (916) 838-0986