Global Health Corps
Expression of Interest
Diversity, Equity & Inclusion Trainer
December 2020

1. Summary Objective

Nonprofit organization Global Health Corps is requesting expressions of interest from skilled facilitators to lead our 20+ person team through training and capacity building for diversity, equity, and inclusion.

2. Submissions

- By noon on January, 1, 2021, interested parties are requested to send a note indicating their interest in being considered to deitaskforce@ghcorps.org.
- We acknowledge the time needed to express interest as well as the ways that additional context and relationship building can inform the development of a scope of work.
- Interested parties can therefore submit the following key information via a 1-3pp overview or request to share this information via phone/video call:
  - An overview of your organization, including a link to your website (if available) and your founding date.
  - General qualifications explaining your work and specialties, particularly any relevant past facilitation, and why you are interested in working on this project. If you're able to bring an international lens, please describe that.
  - A description of the approach that you would take in leading this project, including key milestones and estimated timeline (reflecting any highlights about your availability for January-April, e.g. weeks that you're unavailable).
  - An estimated range of hours and rate per hour, or alternatively a specific fee for service, to determine the budget for the project.
  - Two references of past clients, ideally for similar work, with contacts and context.
- Please direct any preliminary questions to deitaskforce.org.

3. Context

Global Health Corps is a small but growing nonprofit organization founded in 2009 to develop a generation of committed health equity leaders. GHC’s 23 full time staff members are currently based in and are nationals of the U.S., Malawi, Rwanda, Uganda, and Zambia; GHC’s full community of 1000+ fellows and alumni spans the globe. We seed global health with fresh, diverse talent through our fellowship program. As the entry point to the GHC community, this year-long program instills foundational skills and provides access to a powerful network of global health experts, mentors, and peers. Fellows work in bi-national pairs (typically one African national and one American) to foster cross-cultural learning. Beyond the fellowship, our
alumni program provides essential resources and support for alumni to accelerate their individual and collective impact for health equity throughout their careers.

As a leadership development organization, GHC has always maintained that our greatest contribution to social justice movements is in sharpening the capacity of the fellows and alumni in our program to be more vocal, more thoughtful, and more effective advocates. Over the years, we have organized trainings on advocacy and communications, facilitated workshops on diversity, equity, and inclusion (DEI), hosted community dialogues, issued calls for submissions to our publication, AMPLIFY, on decolonizing global health in recent years, and pitched and amplified marginalized voices in our community to help enact a power shift. We have also strived to design messaging and programming that reflects our community’s diverse areas of work, expertise, and levels of comfort with DEI/social justice parlance. 2020 has been an inflection point for deepening this work at the intersection of health equity and racial justice in particular, and we have developed and continue to develop new program offerings for our fellows and alumni in partnership with BIPOC activists and facilitators.

4. The Project

The past year has also driven us to more critically examine the leadership journeys of our staff as well as organizational culture, policies, and systems through a DEI lens. A commitment to diversity and an embrace of continuous learning are embedded in our organization, but we want to truly lead by example in embodying what it looks like for a global health organization to center diversity, equity, and inclusion in all aspects of our organization’s operations. To define and implement new commitments, GHC is looking for external facilitation and support to guide us through:

- Using our organization-wide DEI Vision as an entry point for aligning on shared language and understanding of DEI across GHC’s global team.
- Building group consensus and trust and developing buy-in across all levels and cultural boundaries.
- Elevating and center the voices/needs of staff of color and other marginalized identities.
- Supporting our team to conduct an organization-wide assessment to identify areas for improvement, from systems and policies to culture and practices.
- Conducting initial training and skill building on navigating challenging conversations and giving and receiving critical feedback as a building block for improving behaviors and policies to promote DEI.
- Modeling managing difficult conversations and allowing all voices to be heard and valued.
- Given the global nature of our team (and current COVID-19 health and travel guidelines), we propose initial engagement through a series of meetings with GHC’s DEI task force and interactive virtual trainings with the full staff that combine teaching with dialogue to set the foundation for future action, internally and externally. However, we are open to various approaches that center virtual connection.
- We recognize the value of trainers who have DEI expertise and are skilled in facilitating dialogue and conversation; we have a budget of $10,000-15,000 for this project. Please
consider whether you have a nonprofit rate to offer, given Global Health Corps’ 501(c)(3), tax exempt status.

5. Selection
Applicants will be selected based on alignment with Global Health Corps’ goals and budget and relevancy of past experience.