

Race/Equity Consulting Opportunity

Community Memorial Foundation has supported its grantees in their racial equity journeys since 2020. Working with the consulting team at Soar Strategies, the project has yielded a constellation of resources including organizational coaching, workshops, and peer equity learning circles. In fall 2023, the Foundation will launch an opportunity for six organizations to receive individualized consultant support to advance next steps in each organization's racial equity journey.

Consulting v. Coaching

How is this new offering of consultation different from our previous coaching cohorts?



Coaching, as defined by the International Coaching Federation, is a way of “partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.”

When the Soar Strategies team shows up as coaches, they serve as a champion and advocate, creating safe, brave spaces to help process the feelings and emotions that accompany sustainable DEI journeys. In this role, Soar Strategies does not work to produce deliverables, share advice, or direct workstreams, but rather to be a “professional listener”.

This current opportunity provides grantees with individualized support from the Soar Strategies team to act as consultants; one that will produce deliverables such as reports, survey instruments, and trainings. In this body of work, Soar Strategies consultants will serve in the capacity of DEI expert to provide advice and services, working alongside grantee management and staff, to conceptualize and execute an organization's DEI plan and/or strategies.

Examples of possible consulting engagements

This is meant to suggest possible actions/deliverables, but is not exhaustive:

Development/ Implementation of an Organizational Racial Equity Assessment

This entails conducting an assessment of racial equity awareness, knowledge and experiences among various stakeholders of the organization and can be customized for certain audiences; e.g., board, staff, leadership team, community partners, etc. The assessment will lead to recommendations for next steps based on assessment results.

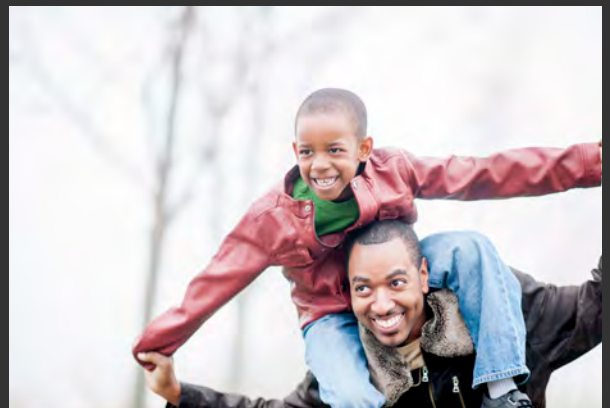


Development/ Facilitation of Racial Equity Training(s)

This entails engagement through a series of interactive workshops on topics such as implicit bias, microaggressions, building and leading inclusive teams, etc. The purpose is to deepen awareness and knowledge on various topics related to racial equity principles. The goal is to design a training module for new and current staff as the organization continues its racial equity journey and develops and adapts to changing needs.

Development of a Racial Equity Action Plan

Many times, this is the result of an assessment and is developed similarly to a strategic plan with a racial equity lens and with a shared vision to further racial equity throughout the organization.



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Timeline

Grant applications are due to the
Foundation by 5:00 p.m. on
October 12, 2023.

Grantees Selected | October 31, 2023

Scope of Work & Budgets Finalized |
December 1, 2023

Projects Begin | January 15, 2024

Projects Complete | October 31, 2024

Click here to
download an application

