

## **Strategic Consultant FAQs**

### **What is the overall budget for this role?**

*We have a budget of \$100,000 - \$120,000 over a 12-month period, however, we are open to how a consultant may arrange the phases of work.*

### **Are travel and other related expenses included in the budget?**

*Yes travel and other related expenses are included in the budget.*

### **Who can I reach out to with questions?**

*Please send your questions to [ihfadmin@irvingharrisfdn.org](mailto:ihfadmin@irvingharrisfdn.org), and a member of our team will respond.*

### **Can I schedule a call with someone on the team to further discuss the RFP?**

*We are not able to hold a group or individual calls to respond to questions right now. Please submit your questions to [ihfadmin@irvingharrisfdn.org](mailto:ihfadmin@irvingharrisfdn.org), and a member of our team will respond.*

### **Are you open to working with an agency or working with a solo practitioner for this work?**

*We are open to working with an agency and/or a solo practitioner, whichever feels like the best fit for our organization although this is a large project that may require more support.*

### **Is there a preference for Chicago-based agencies or are you open to national ones?**

*Our search is not restricted to Chicago, we are open to receiving RFPs from national agencies.*

### **Will this work be in-person, remote, or Hybrid?**

*We envision this work being Hybrid. We imagine there will be times it will be beneficial to connect with our team in-person with much of the work being managed remotely.*

### **How much in-person vs virtual facilitation with the various teams do you expect?**

*We are open to working with a consultant to determine how much in-person time would be beneficial to the work and anticipate a minimum of one in-person meeting with the Leadership Team and one with the full team. If recommended or desired, there may be some in-person meetings with individual teams as well.*

### **In addition to working with the leadership, how many separate program teams would the consultant be expected to work with to develop individual plans?**

*We have four program teams the consultant would also work with, Early Childhood, Infant Early Childhood Mental Health, Reproductive Health & Justice, and Jewish Values.*

**Who is the core team the consultants would work with on the final implementation plan?**

*The consultants will work with the Leadership Team which has 6 team members.*

**Is there a sunset planning working group or is the leadership team the primary planning body?**

*Currently, the leadership team is the primary planning body. The Board of Directors weighs in on decisions.*

**Are you able to share more about spend down activities that have already happened/been implemented?**

- *We have developed our agreed upon language*
- *We are guided by a strategic framework that centers intersectional racial and gender equity and justice.*
- *We will continue to focus on our core areas of giving, Early Childhood, Infant Early Childhood Mental Health, Reproductive Health & Justice, and Jewish Values*
- *We plan to increase funding through 2029 and stay at that level until 2031 before scaling out*
- *We plan to continue to engage in grantmaking and field leadership*
- *We anticipate working with our grantees and other partners to inform our grantmaking*
- *We will be shifting more funding to power building, with a focused strategy in four states*

**When you say you have other consultants, can you share what type of work they will lead?**

*We currently have consultants supporting us on foundation wide communications work and specific initiatives in our Infant and Early Childhood Mental Health program.*

**Will the selected Strategic Consultant be responsible for managing existing consultants and engaging them in the planning + implementation stages?**

*We do not anticipate that the Strategic Consultant would manage our existing consultants. We imagine the Strategic Consultant will coordinate and collaborate with our existing consultants.*

**Can you clarify the depth of grantee/partner engagement you are expecting? Does this include the Board and other stakeholders? (i.e. range and # of interviews, focus groups, survey respondents, etc.)**

*We will need to tailor this across our four program areas, board of directors, stakeholders, etc., and it may be more in-depth in some areas than others.*

**Can you share more about your expectations for the depth of the consultant's experience in DEIB and liberatory frameworks?**

*We are looking for candidates who have experience and knowledge related to intersectional racial equity and gender equity and a track record for holding this framework in their approach to facilitating conversations, analyzing information and situations, and proposing solutions. As we plan, strategize, engage our grant partners, and make decisions we are looking for a consultant who can support us in being accountable to our own commitments to center racial and gender justice and community voice. We are asking candidate's proposals to speak to their expertise and experience in DEIB and liberatory frameworks and look forward to learning more about candidate's work.*

**How much of this work do you anticipate taking place in 2024 and how much in 2025? Are you imaging 2024 as a reflection and planning phase and implementation to kick-off in 2025? How much flexibility is there with the timing of individual program implementation?**

- *We anticipate decisions made in Phase One will inform Phase Two, as well as any additional Phase(s) needed, and timing for implementation.*
- *We need the remainder of 2024 and will likely need the first two quarters of 2025 for planning. The budget covers a 12-month period and could reflect work for each phase.*
- *We anticipate implementation and timing may differ for various program areas.*

**Are there specific roles or expertise that your organization deems critical for the success of the project that are not detailed in the RFP?**

*The roles outlined in the RFP are sufficient.*

**Will there be an opportunity for shortlisted candidates to seek clarifications or provide additional details regarding their proposals before the final selection?**

*We plan to narrow down the consultant candidate pool and conduct interviews of a small number of candidates during which candidates can seek clarifications or provide additional details regarding their proposals before final selection.*

**In the Submission Requirements section, you refer to a “detailed approach and methodology to achieve project objectives” and “proposed timeline and key milestones”. I could use more clarification on how that is similar or different to the "draft action plan and timeline for engagement, highlighting your qualifications and experience related to diversity and inclusion.”**

*We recognize that these two questions have some duplications. We invite folks to answer these questions in tandem, sharing their proposed timeline, methods, milestones and action plan, and explaining how their diversity and inclusion expertise will bear out in their approach to planning.*

**I saw your RFP posted online; can I share it with my network?**

*Yes, feel free to share it with your network.*

**How does the Foundation reconcile its funding in Israel with its values and commitment to antiracist, liberatory practices?**

*The Irving Harris Foundation is committed to investing in and supporting work that lifts-up our shared humanity by bringing an intersectional Jewish lens to issues of social justice through building bridges between diverse groups, combatting antisemitism and bigotry, and fostering a more vital, humane, and inclusive community. We do this work here and in Israel.*

*For over thirty years, we have invested in building the infant mental health and child trauma infrastructure in Israel by supporting Jewish and Arab-led training programs for Jewish and Arab Israeli and Palestinian paraprofessionals and professionals across Israel, and when possible, in Gaza and the West Bank. In addition, we make a few grants to organizations working for a more just and equitable State. Our partners there share our values and work toward justice and equity.*

*The deaths of thousands of babies, children and families and the suffering in the region is devastating and we hope that this war will end soon and those committed to long-term peace will be able to lead to just solutions.*