



EAST MT. AIRY NEIGHBORS

East Mt. Airy Neighbors is seeking a Racial Equity consultant to deliver a robust Anti-Racism and Social Justice interactive training session to its Board members.

Since 1966, forged out of the need to expose and remove redlining practices, East Mount Airy Neighbors (EMAN) has been committed to providing a means of friendly communication, mutual understanding, information and education to the neighbors of East Mount Airy. For a long time Mount Airy has been nationally and internationally highlighted as a model neighborhood of an harmonious blend of ethnic diversity and community pride.

OUR MISSION “We are committed to making a good community better.”

We achieve that through partnerships, problem-solving, and promoting projects and public improvements that encourage positive community development.

WHAT WE'VE ACHIEVED

- **Community Grant Fund.** The grants, which range in size, are awarded to non-profits that geographically focuses their work in East Mt. Airy. Managed by the the Philadelphia Foundation, the organization has distributed over \$474,695 in grants
- EMAN is known for the annual **Toast to Mt. Airy** an event highlighting the Community Grant winners
- EMAN serves as the **Registered Community Organization (RCO)** and handles zoning and land use issues on the East side of Mt. Airy
- EMAN has been a part of the **Mt. Airy Schools Coalition** since 2014. The Coalition brings resources to six public schools in Mt. Airy.
- EMAN and WMAN host Mt. Airy Day annually (first Sunday of May).
- EMAN serves as one of the collaborators, along with West Mt. Airy Neighbors and Mt. Airy USA, focusing on **Mt Airy 2025, a 10 Year Strategic Plan** to concentrate on a neighborhood revitalization initiative. This project is funded through the Wells Fargo Regional Foundation.
- The organization has partnered with the Mt. Airy Art Garage along with two local schools in a mural arts project.

- The organization hosts various community meetings, service projects and community events, including distributing over 1,500 meals to local families in need during the pandemic.
- EMAN participated in the renewal of the Mt. Airy Business Improvement District (BID)
- The organization has and will continue to host special community meetings on various topics including safety meetings.
- **EMAN administered and Anti-Racism Board Survey Fall 2020:** The Anti-Racism Committee surveyed board members before the 2020 board election cycle to gauge racist and classist practices embedded in EMAN's board, procedures, and cultural norms (survey response rate: ~70%). **The survey resulted in the following board approved goals.**
 - **Training:** EMAN shall institute an annual leadership training focused on committee and executive leadership development.
 - **Membership:** EMAN shall adopt a non-paying member option (e.g., 5 hours of volunteer time per year)
 - **Racial Equity and Geographically Inclusive:** EMAN shall commit to devote 50% of grant funding to organizations led by people of color and/or 50% of microgrants to blocks serving East of Phil Ellena and North of Boyer.
 - **Board Governance:** EMAN shall create an anonymous reporting mechanism to report perceived microaggressions, etc. in board affairs.
 - **Accountability:** EMAN shall administer the same survey in 6-months for further analysis given proposed board realignment and to engage new board members.
 - **Committee Management/Procedural Strategies:** All EMAN committees shall adopt democratic processes to aim for equitable representation and decision-making by all committee members such that every committee member has the right to:
 - Suggest/introduce items for the meeting agenda.
 - Be informed of items suggested by other committee members.
 - Propose policies and strategies relevant to the purpose of the committee.
 - Freely discuss and evaluate existing and proposed issues and policies, both privately and in committee.
 - Vote on all proposals and policies, with chair and committee members having an equal vote.

Scope of Work and Responsibilities

EMAN will contract with a consultant or team of consultants to facilitate, advise, and guide the organization in establishing and implementing a process that will result in sustainable equity work. This process will involve active collaboration and relationship building with board members across all programs. The consultant(s) will be expected to implement a scope of work and deliverables set forth in a signed contract by June 30, 2021.

Board members identified training needs to be related to organizational equity change practices, and creating a culture of compassion, empathy and empowerment; on the role board members and staff play in driving equity & social justice work; and on managing organizational culture change, resilience, and disruptive innovation.

We are open to recommendations from consultant(s), we anticipate that the scope of work will include:

- Develop and deliver a customized training that is centered in a Racial Equity and Social Equity lens -- including
 - Raising awareness of implicit bias to ensure cultural sensitivity
 - Strategies to restore relationships and community after conflict

Training areas may include making programs and services that are equitable and inclusive; holding difficult conversations around racism, equity and inclusion; and developing and using an equity & social justice lens to guide organizational decision-making.

This project will be overseen by EMAN's Racial Equity Committee.

Consultant Qualifications

The ideal consultant:

- Extensive experience in racial equity & social justice training including cultural bias training and restorative practices
- Solid understanding of the East Mt. Airy neighborhood or experience working within diverse neighborhood and/or volunteer-led organisations.
- Has a strong intersectional analysis and experience leading processes that navigate privilege and power within a non-profit organization
- Experience in change management
- Has a strength-based approach and collaborate across all levels within the agency

Budget: EMAN is requesting a detailed budget structure. Proposals should not exceed \$2,500.

Proposal Instructions: Proposals should not exceed 4 pages and should include the following:

- Approach: address overall approach for the training including alignment with EMAN's mission and values and vision to develop an equitable and just neighborhood organization
- Names and qualifications of any team members

- Discussion of any relevant projects: please address method, roadblocks, and sustainability
- Applicant resume
- Three client references

Submission Process: Applications must be e-mailed to Tiffany W. Thurman, EMAN Racial Equity Co-Chair, at info@eastmountairy.org.

Deadline to Apply: May 7, 2021 at 5pm. Late submissions will not be accepted.

The contract award will be announced no later than June 30, 2021. The training will occur Fall 2021.

For more information about EMAN, visit www.eastmountairy.org