



Call for DEI Strategy Consultant Proposals - All In Energy

About All In Energy:

At All In Energy our mission is to accelerate an inclusive clean energy economy. We believe that to effectively combat climate change we must choose solutions and strategies that directly confront and help to resolve the challenges of income inequality, and social and racial injustice. Our goal is to create a sustainable future where everyone, irrespective of gender, race, or language, can engage with and benefit from clean energy initiatives and decarbonization efforts. We pride ourselves on our diverse staff and board who represent a wide range of perspectives and lived experiences. We believe diversity is one of our greatest strengths and is essential for us to effectively engage organizations and residents from a wide range of cultural and ethnic backgrounds to collaboratively advance our mission. Our commitment to building a multiracial, multilingual, and gender-diverse team at all levels and an organization that fosters equity and inclusivity both internally and through our external work is foundational to our long-term success

Seeking DEI Consultant:

We know societal inequalities are complex and recognize the crucial role that organizations play in shaping a just and equitable society. Our commitment to confronting the climate crisis is intertwined with our dedication to fostering a workplace environment that actively champions equity and inclusivity. Since our founding in 2018, we have done our best to advance diversity, equity, and inclusion in our programs and within our organization. As we enter into our next 5+ years as an organization, we seek a DEI Consultant who can guide us in more formally integrating these values deeply and authentically into our organizational fabric.

The ideal candidate possesses a keen awareness of how systemic biases and structural inequities can influence organizational dynamics. They will bring innovative, equity-focused strategies that move beyond traditional diversity and inclusion models, fostering an environment where diverse perspectives are not just included but are integral to decision-making processes.

Proposal Submission:

Interested candidates should submit a proposal by April 30, 2024, indicating how they would address the following priorities within a six-month period, including which tasks would be deprioritized if time and/or budget would not allow for completion of the full scope. The work should start as soon as possible, ideally by the end of May 2024, for a budget of no more than \$40,000. An informational meeting to ask questions, learn more about our organization or to gain more insight to our requirements is available upon request. Submit any follow up questions, requests and proposals to Gabe Shapiro at gabe@allinenergy.org.

The DEI Consultant will be responsible for the following:

- **DEI Audit:**
 - Lead a thorough assessment of the organization's current practices, policies, and culture related to diversity, equity, and inclusion.
 - Identify strengths, weaknesses, and areas for improvement.
 - Areas of interest for this audit include, but are not limited to: staff recruitment and hiring; management; employee development, learning, and advancement; support for multicultural staff's unique needs; interpersonal dynamics, team interactions, communication patterns, and

conflict resolution approaches within the organization; exploration of how implicit bias impacts our work and day-to-day interactions; understanding how we hold ourselves and our partners accountable for addressing systemic oppression and how we advocate for positive change.

- **DEI Vision and Strategic Plan:**

- Lead process to articulate a long-term vision for diversity, equity, and inclusion
- Develop a comprehensive strategy or roadmap to advance this vision.
- Collaborate with leadership to ensure DEI goals are aligned with the organizational mission and purpose, as well as with current and future projected resources.
- Work with the organization to set clear goals, objectives, and action steps to achieve this vision.
- Develop KPIs or metrics of diversity, equity, and inclusion to measure how objects are achieved.
- Provide guidance, where relevant, on how to advance our DEI work in the face of any anti-DEI efforts underway at the federal, state, or local level that could impact our efforts

- **Team Support:**

- Facilitate difficult conversations around identity, fostering a safe space for open dialogue to effectively support and encourage team participation in the DEI consultant's engagement
- Provide guidance and support to individuals and teams in addressing conflicts arising from misunderstandings, cultural differences, or other DEI-related issues that are unearthed during the execution of the other parts of this scope of work .
- Identify and address areas where unconscious biases or barriers may be affecting relationships, proposing strategies for improvement.

- **Training:**

- Provide DEI training to staff (preferred) or solicit proposals from other providers to deliver trainings. Exact topics to be determined during the audit, and current interests include:
 - Resources and training on ideology, white supremacy culture, and recognizing biases for staff with privilege.
 - Training on diversity, unconscious biases, microaggressions, cultural considerations, equity literacy, and trust-building to cultivate an inclusive workplace culture.
 - Training on avoiding and reporting retaliation against those who raise issues

Qualifications:

- 5+ years of experience in DEI consulting or a related field.
- Proven ability to assess an organization's DEI priorities and develop effective DEI strategies that align with an organization's current and projected resources.
- Experienced facilitator who can expertly guide conversations with individuals who have diverse perspectives and who hold varying degrees of institutional power within an organization
- Experienced developer of DEI training for diverse teams and across institutional levels
- Expertise in DEI topics such as environmental racism, BIPOC rights, class and wealth dynamics, education backgrounds, ableism, LGBTQ rights, power dynamics, white supremacy culture, and pay equity.
- Experience working with non-profit organizations of a similar size
- Excellent communication and interpersonal skills, with the ability to work both independently and as part of a team.

- Ability to work with clients in a remote environment and confidently and strategically use technology to support work.

Preferred Expertise:

- Experienced in cultural analysis of teams to support DEI work
- Experience with restorative justice and/or transformative practices
- Interdisciplinary thinker
- Experience working with organizations in the clean energy sector.
- Fluency in Spanish or another relevant language.

Questions and proposals should be directed to Gabe Shapiro at gabe@allinenergy.org.