



Missouri Foundation
for Health

a catalyst for change

REQUEST FOR QUALIFICATIONS

Racial Equity Partner

Missouri Foundation for Health (MFH) is requesting statements of qualifications from consultants/organizations who are interested in providing support to our staff and Board of Directors as we journey to become a trusted anti-racist institution. We seek an experienced partner who can guide, advise, mentor, and help hold us accountable to our racial equity vision over time.

Background on MFH and its Anti-Racism Journey

Systemic and structural racism are key dynamics undermining well-being and prosperity in American society. MFH therefore recognizes that our mission, which is to eliminate the underlying causes of health inequities, transform systems, and enable individuals and communities to thrive, is unattainable without consistent and persistent action in support of racial equity and justice everywhere in our state.

Since our founding more than 20 years ago, MFH has made efforts to champion racial equity, both programmatically and within our organizational structure and practices; however, we also acknowledge we have much room to grow and improve as an organization. We are acutely aware of the role philanthropy has historically played and continues to play in upholding systemic and structural racism. MFH is also conscious of some of the ways our actions, both within the organization and in relationship with our partners, may have inhibited progress toward racial justice. To be true to our mission, values, and vision for health equity for all Missourians, MFH has thus committed to learning about, adopting and sustaining the mindsets, practices, policies, and culture of an anti-racist institution. This includes reflecting on and transforming elements of white supremacy culture wherever they may be rooted in our ways of working and inter-relating.

The Foundation has committed to this journey of transformation and has begun to identify several short and long-term opportunities for organizational growth. However, we know our progress will be halting until we begin working with a partner who can guide our process of discovery and organizational self-examination, while also helping us translate awareness into action.



Purpose of this RFQ

The RFQ is the first step in a longer process. Here's what you can expect:

1. We invite you to submit a brief statement of qualifications that responds to the prompts in the Submission Requirements section below.
2. We will review all submissions and choose a selection of RFQ applicants for in-depth conversations, to be held virtually.
3. Based on qualifications and these conversations, we will short-list organizations to continue to the request for proposals (RFP) stage. We will schedule two meetings with the short-listed candidates, one of which will be held in-person at the MFH office in St. Louis. During these meetings, we will focus on learning about candidates' values, working style, and experience, while also allowing candidates to learn about our organization, our values, and how we engage in thought partnership. Time spent in these conversations (not expected to exceed 8 hours per person), as well as time and expenses related to travel, will be compensated.
4. Based on the follow-up conversations, the finalists will respond to a request for proposals (RFP) and prepare proposals and budgets for a multi-year engagement, to be due on a specified date.
5. A candidate will be selected from the slate of finalists based on assessment of the final proposals and budgets.

Please note that the process described above is intended to prioritize relationship building and facilitate a collaborative discovery and planning process. While more involved than the conventional RFP process, we anticipate it will help all parties avoid time-consuming project reorientation later.

We hope to complete the contracting process and begin the work within the first quarter of 2024.

The requirements for submitting an RFQ are below.

Submission Requirements

Responses to the following may be submitted through an online form. Please limit your response to five pages, excluding case examples. Each case example should be no more than 1 page. In addition to written documentation, feel free to include images, video, or audio recordings. To submit a response, click [here](#).

- Statement of Qualifications
 - Brief background on your organization, team, or yourself as an independent contractor responding to this RFQ. Provide information demonstrating how your organization shares [MFH core values](#).



- Please briefly describe your capacity and experience with respect to the following:
 - Engaging in an organizational discovery process related to racial equity, including activities you’ve found useful and relevant for getting to know a client organization, diagnosing its expressed and unexpressed needs, and/or stage of readiness to engage.
 - Crafting and facilitating a progression of racial equity learning and exploration opportunities that build upon each other, use participatory approaches and experiential learning, and that engage people’s minds, bodies, and emotions.
 - Building rapport and trust with people across a variety of ages, races, ethnicities, personal belief systems, and lived experience; empathetically navigating through discomfort, tensions, and disagreements, while holding space for joy and celebration.
 - Working with client organizations over multiple years—tracking toward a long-term racial equity vision while being flexible and adaptable in response to changing needs and speed bumps along the way.
 - Understanding your own limitations, identifying where your skillsets may need augmentation or the involvement of additional contractors/expertise.
 - Movements within the philanthropy sector to relinquish power (e.g. Trust-based Philanthropy, Reparative/Restorative/Re-generative Philanthropy) and the intersections with racial equity.
 - Maintaining a high level of discretion, professionalism, and confidentiality.
- Please share one or two case examples that illustrate your approach to organizational change, growth, or transformation on racial equity, as well as how your work with an organization resulted in tangible changes to the organization’s culture, processes and/or systems.

Review and Evaluation

Responses will be reviewed in accordance with the requirements of this RFQ. A respondent’s submission in no way guarantees procurement by Missouri Foundation for Health. MFH will not reimburse a respondent for the cost of developing a response to this RFQ. MFH reserves the right to request additional information and to conduct discussions with respondents to ensure full understanding of and responsiveness to the solicitation requirements. The response will be considered confidential.

Contact and Deadline

If you have questions, please contact Katherine Fritz, VP of Learning & Research, at kfritz@mffh.org Submissions must be received by 12 pm Central on October 17, 2023.



Non-Discrimination Policy

MFH will not discriminate on the basis of race, sex, religion, national origin or ethnicity, age, disability, sexual orientation, gender identity, or veteran status. Applicants will be required to affirm that the applicant will not discriminate on the basis of race, sex, religion, national origin or ethnicity, age, disability, sexual orientation, gender identity, or veteran status either in its employment practices or in its policies and procedures concerning access to services.

MFH Values and Critical Concerns

MFH is committed to engaging partners who share and demonstrate our values of equity, integrity, humility, and commitment. In addition, MFH has identified advancing equity and inclusion, promoting human dignity, and making environmentally conscious decisions as critical concerns. The organization will be asked to affirm that:

- Employment practices of your organization ensure that there is no discrimination in hiring and promotion practices. This includes discrimination based on gender age, race, disability, veteran status, religious affiliation, or sexual identification.
- No part of your organization's operations or communication with the public discriminates against any individual or group based upon any of the factors listed above.
- Any violation of this provision shall be considered a violation of the material provision of this procurement and shall be ground for cancellation, termination, or suspension in whole or in part of any related agreement by MFH.