



REQUEST FOR PROPOSALS: EXPERT CONSULTANTS FOR BOARD GOVERNANCE TRAINING SERIES
BLACK WOMEN & GENDER-EXPANSIVE LEADERSHIP PROJECT



The Black Women and Gender-Expansive Leadership Project is seeking to hire a Facilitator or trainer to co-develop, facilitate, and evaluate a workshop series focused on supporting Black women and gender-expansive leaders in the nonprofit sector, convened by [Washington Area Women's Foundation](#). Broadly, these trainings will focus on anti-racism and anti-sexism in leadership, and organizational transformation in the nonprofit sector through transforming board governance.

Born out of the [Thrive As They Lead Report](#), the Black Women and Gender-Expansive Leadership Project at the Women's Foundation seeks to provide support, resources, and infrastructure uniquely tailored to and centering the needs of intergenerational Black women leaders in the DMV area so they may thrive as they lead. Through bespoke programs, intergenerational leader gatherings, radical replenishment retreats, direct support, and board and governance initiatives; the Project works to dismantle the systemic issues that harm Black women and gender-expansive leaders. It strives to rebuild and re-norm the nonprofit sector to center the needs of the organization's leaders, and bolster and strengthen Black women and gender-expansive leaders to lead freely.

The [Thrive As They Lead \(2023\)](#) report distills ten core themes that emerged in speaking to Black women and gender-expansive nonprofit leaders in the Washington, D.C. metro area. These themes point to common sources of barriers and challenges, with the goal of building stronger infrastructure so Black women and gender-expansive nonprofit leaders in the D.C. metro area can thrive.

One of the 10 themes in the report focuses on nonprofit Boards as a common challenge for Black women and gender-expansive leaders. They shared diverse experiences in their relationships

with their boards. Those who expressed negative experiences highlighted a lack of support for their visions, insufficient trust in their leadership, and a lack of attentiveness to their organizational needs. They also noted a deficiency in self-direction and a fundamental understanding of board governance, including roles, responsibilities, and protocols. Conversely, those with positive experiences emphasized board members who trust their leadership, actively engage in board responsibilities, select members based on skills and values, and prioritize diverse racial and gender compositions. Interview participants stressed the vital role their boards play in effecting meaningful transformation and demonstrating tangible impact.

Overall, the leaders shared that they feel the additional tax and burden of educating board members on racial equity while simultaneously building rapport and establishing trust. They asserted that the responsibility of educating uninformed board members on racial equity disproportionately falls on their shoulders.

To advance the goals of The Black Women and Gender-Expansive Leadership Project, the Washington Area Women's Foundation seeks to design a robust learning experience series for board members that centers the voices, experiences, and needs of Black women leaders in the region. Our goals are to:

1. Understand how board governance structures must change to adapt to organizations and leaders today – including supporting Black women and gender-expansive leaders.
2. Improve the working relationships between Black women and gender-expansive Presidents, CEOs, and Executive Directors and their Boards to help ensure they are experienced as a partnership.
3. Ground board members in anti-racist, anti-sexist, intersectional training to best support Black women leaders at the intersection of their multiple identities.
4. Introduce and ground board members in liberatory practices that center equity and allow organizations to confidentially and fully pursue their missions.
5. Learn how to identify and disrupt white supremacist norms in the nonprofit culture, beginning with board leadership.

About This Role

The Facilitator/ Trainer will build a training curriculum collaboratively with Washington Area Women's Foundation. The consultant will:

1. Have deep knowledge of the philanthropic and non-profit sector and the nuanced challenges that different stakeholders face: Presidents/Executive Directors/CEOs; funders; board governance and board structures.
2. Have exceptional facilitation and leadership skills, and experience working within environments that center racial and gender equity and justice.
3. Have the ability to apply a strong, intersectional lens on board and governance training – centering the experiences, specifically, of Black women and gender expansive leaders.

The consultant(s) will also work closely with KDF Strategies, a racial and gender justice firm that is the lead consultant for the research and strategy of the Black Women and Gender Expansive Leadership Project at WAWF.

What skills are we looking for?

- Experience facilitating multi-day training programming for adult learners.
- Facilitation and training experience, particularly related to equity and anti-oppression work.
- Detail-oriented approach; manage workshop experience that aligns with the mission and values of Washington Area Women's Foundation.
- Comfort with conflict and seeking resolution utilizing de-escalating approaches that are neither punitive nor self-repressive.
- A tangible, demonstrable commitment to the liberation of Black women and gender-expansive communities.
- Ability to contribute to an anti-oppressive work environment where people can show up as themselves and also be open to correction where needed.
- Ability to work collaboratively with partners effectively.
- Someone who seeks excellence in all that they do, not to be confused or conflated with a perfectionist politic.

Scope of Work

The following scope of work will extend from **December - April 2025.**

- Facilitate a grounding meeting with Black women leaders to advise the scope and content of training material.
- Create and deliver anti-racist, anti-sexist board leadership and governance workshops in-person to board leaders.
- Participate in regular, biweekly check-in calls with the organization leaders of Washington Area Women's Foundation and KDF Strategies.
- Participate in monthly calls with the Planning Committee of the Black Women and Gender-Expansive Leaders Project.
- Prep and debrief calls in-between sessions, as needed.
- Administer pre-and post- workshops surveys; analyze and share report on the outcome of the sessions.

This scope of work may be adjusted as need and capacity dictate.

Submit Your Proposal

To be considered for this work, email your proposal to kalisha@kdfstrategies.com with the following components:

1. Your prior experience in developing and facilitating racial and gender equity based learning experiences for adults .
2. Your experience supporting boards in leadership and governance.
3. An outline of the work from November, to build and launch the training series program, including expected key results for each identified phase or component of the work so that the program strategy and trajectory are clear. Use the information and links provided within this document to do so. The outline must also include proposed length of workshops, cadence of sessions, and learning objectives.
4. Provide resumes and/or bios for you (or your team).
5. Provide your fee and payment schedule for completing this work.

Selection will be made collaboratively by Washington Area Women’s Foundation and the Black Women and Gender-Expansive Leaders Project.

Proposals will be accepted through **November 1, 2024**, or until the position is filled - whichever occurs first.

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Learn more about the project here: [Black Women & Gender-Expansive Leaders](#)

About the Washington Area Women’s Foundation:



Mission of Washington Area Women’s Foundation:

Washington Area Women’s Foundation invests in the power of women and girls of color in the Washington, D.C. region through grantmaking and advocacy.

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