



# REQUEST FOR PROPOSALS (RFP)

## Power, Equity Assessment and Strategic Planning Facilitation for the Kansas Health Foundation

### Key Dates

- **Proposal Deadline:** July 30, 2021
- **Selection Announced:** By Aug. 27, 2021

### About the Kansas Health Foundation

The Kansas Health Foundation (KHF) envisions a culture in which every Kansan can make healthy choices where they live, work and play. We invest in ideas for healthier people and stronger communities. Backed by Kansas data, we know that health outcomes are greatly affected by race, income, education level and geographic areas. This affects both individuals and families—as children from lower-income, racially/ethnically diverse groups and certain zip codes experience lower health outcomes. The Foundation seeks to place equity at the heart of its work—both internally and externally. KHF is the largest health foundation in Kansas with over \$500 million in assets and grants approximately \$20 million each year.

### Our Commitment to Health and Racial Equity

Last summer, the Kansas Health Foundation’s Board of Directors had an initial discussion about what it really means for our mission “to improve the health of all Kansans,” and how addressing health disparities and racial equity are critical to that work. Until we can improve the health of those who experience inequities by seeking out permanent solutions for racial injustice, and commit to dismantling structural racism, there will continue to be inequities in our communities and state. KHF seeks to use this understanding as a baseline to build-out a robust organizational and strategic plan.

### Project Purpose and Goals

KHF is looking for a team to facilitate a strategic planning process to guide the Foundation’s work in addressing health disparities and racial equity in Kansas.

However, we see this process as much more than a strategic plan. Before we can even begin to think about tactics for how to achieve our mission, we need to collectively understand the underlying root causes of systemic racism and be more inclusive in listening to a broader range of partners, policy makers, advocates and residents. We need to conduct an internal assessment of our work with a power and equity lens, to identify the gaps and opportunities to improve health for all Kansans. Only at that point will we be ready for strategic planning, mapping out strategies to achieve impact.

Specifically, we are looking for a firm to:

- Lead the Foundation through a comprehensive assessment which (1) analyzes its internal practices, policies and procedures; and, (2) analyzes its external philanthropic work through a power and equity lens. The Foundation views “power” much the same as identified in [Power Moves](#) by the National Committee for Responsive Philanthropy which explores the role of power to advance equity.
- Based on the assessment, facilitate the creation of two interrelated plans:
  - An internal operations plan shoring-up deficits identified in the assessment; and,
  - A comprehensive strategic plan which places equity at the heart of the work and clearly identifies the Foundation’s intended impact, who it serves, overarching strategies to achieve the impact, and resources (human and financial) needed to achieve the impact.

### **Ideal Partner Qualifications**

The Kansas Health Foundation is looking for a partner with:

- Racially diverse owners and consultants who will serve on the project team;
- An understanding of the inherent power embedded in philanthropy and agreement that a power shift is needed to achieve community impact;
- Strong experience working with organizations to change internal culture where equity is at the center;
- Experience working with politically and geographically diverse populations and ability to understand the Kansas landscape;
- A realization this is likely a one-time contract and that preference will be given to firms who have not previously worked with the Kansas Health Foundation. We seek a vendor who brings a fresh perspective and can appropriately push the organization while not being concerned about the possibility of securing future work;

- Futuristic thinking and understanding of the trends likely to impact society in the coming decades.

### **Timeline**

We expect the entire project, equity analysis and strategic plan development, to be completed by December 2022 and ready for implementation in January 2023. We are open to alternative timelines aligned with the contractor's recommended approach if needed.

### **Budget and Contract**

The Foundation will award one contract for this project. The vendor may subcontract for various pieces of the project as needed. Vendor should submit a budget they deem is reasonable to accomplish the project goals within the timeline. Cost effectiveness will be considered in reviewing proposals.

### **How to Apply**

Proposals should be uploaded to [this link](#) no later than July 30, 2021, at 11:59 p.m. Questions regarding the request or process may be directed to Chris Power, vice president of operations, via email at [cpower@khf.org](mailto:cpower@khf.org) or by calling (316) 200-4381.

Proposals should prioritize quality over length and contain the following:

- Description of your firm's commitment to equity.
- Identification and description of the consultants that will be assigned to the Foundation's account.
- Description of how you propose to approach the power assessment, equity analysis and strategic plan facilitation. This section should include, but is not limited to the following:
  - Description of how you envision listening to stakeholders in this process, and a description of the types of stakeholders you would be interested in hearing from.
  - Do you plan to partner with any organizations/consultants to achieve the project goals? If so, who and how?
  - Description of the assessments/processes that will be used.
  - Description of the deliverables.
- List of references for which you've completed similar work, and a brief description of what those projects entailed.

- Timeline that details how the project will be completed by December 2022, or an alternative timeline with written explanation.
- Proposed budget detailing project costs and expenses, along with a narrative describing them.

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