



## **Gunpowder Valley Conservancy** **Request For Proposals (RFP)**

### **Request for Proposals: Diversity, Equity and Inclusion (DEI) Consulting and Training**

<b>Date Issued:</b>	November 20, 2024
<b>Online Information Session:</b>	December 4, 2024 at 12:00 PM ET; contact Karen Stupski to register
<b>Deadline for Questions:</b>	December 10, 2024
<b>Proposals Due:</b>	December 13, 2024
<b>Award Notification:</b>	December 23, 2024
<b>Work Begins:</b>	January 6, 2025
<b>Contact Information:</b>	Karen Stupski ( <a href="mailto:kstupski@gunpowdervc.org">kstupski@gunpowdervc.org</a> )

**Equal Employment Opportunity Statement:** Diverse perspectives are needed to solve the complex issues our world faces. Gunpowder Valley Conservancy celebrates all aspects of diversity and welcomes applicants from all backgrounds, genders, sexual orientation, and abilities.

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### **INTRODUCTION**

Gunpowder Valley Conservancy (GVC)'s Clear Creeks Project (CCP) promote clean water in the Gunpowder Watershed by working with a coalition of partner organizations to mobilize diverse communities to implement stormwater management and habitat restoration projects that are described in Baltimore County's Small Watershed Action Plans (SWAPs), including rain barrels, rain gardens, micro-bioretenion practices, Bayscapes, native tree plantings, and stream cleanups. The CCP was initiated in 2013 in the Middle River and Tidal Gunpowder subwatersheds and has steadily expanded to include the Bird River, Lower Gunpowder Falls, Loch Raven east and south, and Little Gunpowder Falls subwatersheds of the Gunpowder. In 2022, GVC organized a Gunpowder Watershed Forum where 68 participants from 43 organizations working towards clean water throughout the Gunpowder watershed came together to articulate a shared vision for the Gunpowder in 2050. (See attachments.) In 2024-2026 the CCP will extend the geographic area where stormwater management and habitat restoration projects are implemented to the entire Gunpowder watershed (480 square miles), engage more diverse partners and communities to work towards our shared vision for the Gunpowder, and co-create a more formal collaborative structure for the coalition that will enable the GVC to mobilize additional stakeholders to implement actions identified in County watershed plans to provide environmental solutions.

GVC has been awarded a National Fish and Wildlife Foundation (NFWF) Small Watershed Grant for Planning and Technical Assistance to address gaps in GVC's capacity by providing funding for Diversity Equity and Inclusion (DEI) consulting and training, and for outreach to historically underserved communities and rural communities in the Gunpowder watershed. The goal is to enable GVC to develop a more inclusive Gunpowder Watershed Collaborative of organizations working together for clean water in the Gunpowder.



### CONSULTANT SCOPE OF WORK

GVC seeks a Diversity Equity and Inclusion (DEI) consultant to help us build our organizational capacity to work with historically underserved communities. The services that the DEI consultant may provide may include:

- **Thought partnership** to help GVC understand its racialized context, its context within the environmental sector, and the communities it is reaching out to. This will help GVC understand its own capacity for doing work with communities of color and support it in developing as an anti-racist organization.
- **DEI/cultural competency training** for GVC's staff to provide them with the tools to communicate and build relationships across difference.
- **Coaching** to support staff in applying the concepts they learn in the DEI training to their work with the GVC on an ongoing basis.
- **Community outreach consulting** to provide advice on the best methods for building relationships with historically underserved communities.

### PROJECT TIMELINE

The grant funding for this work has been awarded. GVC's intention is for the contractor(s) to begin the work by January 6, 2025. All work must be completed by January 30, 2026.

### REQUIREMENTS

Consultants should have the following qualifications:

- Commitment to diversity, equity, inclusion and justice
- Experience providing DEI training and coaching.
- Experience working with marginalized communities in collaborative efforts
- Experience with negotiation, conflict management, and restorative justice
- Experience with community outreach and organizing.
- Strong facilitation skills
- Effective written and verbal communication skills
- Experience adhering to timelines and practicing adaptive management
- Familiarity with the Gunpowder watershed preferred
- Familiarity with environmental restoration work in the Chesapeake Bay watershed preferred

### PROPOSAL FORMAT/REQUIREMENTS

Contractor proposals should include the following:

1. Contractor contact information
  - a. Organization name
  - b. Tax and/or incorporation status
  - c. Mailing address
  - d. Physical address
  - e. Name, title, email address, and phone number of point of contact
2. Project understanding
3. Scope of work with project schedule and deliverables
4. Contractor qualifications
5. Contractor experience with similar work, including experience and qualifications of proposed personnel



- a. Portfolio of 2-3 examples of similar work the organization has done while in a similar capacity as a Prime Contractor. Project examples should include client name and contact information, location, and cost.
  - b. Subcontractors - List of any subcontractors proposed to be assigned to the project, summarizing in one paragraph, for each subcontractor, the proposed role within the project team and relevant qualifications.
6. Itemized cost proposal and total lump sum price
  7. Optional: Description of any Minority Business Enterprise (MBE) or Women-owned Business Enterprise (WBE) participation anticipated (preferred but not required)

### **BID PROCESS**

Any questions during the RFP process should be emailed to Karen Stupski ([kstupski@gunpowdervc.org](mailto:kstupski@gunpowdervc.org)). Questions must be submitted by Dec. 10, 2024. Responses will be communicated either privately or publicly, at GVC's discretion.

### **EVALUATION CONSIDERATIONS**

Proposals will be evaluated by the GVC's Interim Executive Director and Program Director. Considerations may include qualifications related to the scope of work; reputation; proposed approach to accomplish the work; capacity and commitment to meet the intended timeline; and value of price in terms of rate and number of hours devoted to the project.

### **BID SELECTION**

The project is funded by grants with very little budgetary flexibility. Best value bids will be judged in part on the ability to completely provide the services within or below the budgeted amount of \$20,000.

### **CONTRACTUAL AWARDS**

Award of the contract will be announced to the successful bidder on Dec.23, 2024. All other bidders will be notified of their non-selection by Dec. 24, 2024.

GVC is excited for the opportunity to collaborate on this project and looks forward to hearing from you.

Sincerely,

**Karen Stupski**

Interim Executive Director

443-621-6607

[Kstupski@gunpowdervc.org](mailto:kstupski@gunpowdervc.org)

Gunpowder Valley Conservancy

PO Box 9733, Towson, MD 21284

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## Attachment A

### Additional Background Information

- A. Abstract of the National Fish and Wildlife Foundation Small Watershed Grant that is funding this project:

This project supports the NFWF small watershed grant that GVC was awarded for work to be undertaken in 2024-2025 entitled *Clear Creeks Project: Extending Our Reach, Expanding our Vision.* The Clear Creeks Project (CCP) promotes clean water in the Gunpowder watershed by working with a coalition of partner organizations to mobilize diverse communities to implement stormwater and habitat management projects that are identified in County watershed plans including rain barrels, rain gardens, micro-bioretentioan practices, Bayscapes, native tree plantings, and stream cleanups. In 2024-2025 the CCP will extend the geographic area of the CCP to the entire Gunpowder watershed and establish a regional-scale collaborative of organizations working together to promote clean water in the Gunpowder. This PTA project addresses gaps in GVC's capacity by providing funding for Diversity Equity and Inclusion (DEI) consulting and training and for outreach to historically underserved communities and rural communities in the Gunpowder watershed. The outcome will be the development of a more inclusive Gunpowder watershed collaborative of organizations working together for clean water in the Gunpowder and a list of diverse property owners who are willing to plant trees and/or install green infrastructure on their property in the future. Partners include Maryland Chapter of Trout Unlimited, the Piscataway Indian Nation, and Maryland DNR Chesapeake and Coastal Service.

- B. [Blog post](#) about the outcomes of the Gunpowder Watershed Forum that was held in 2022, including a [report](#) that articulates our shared vision for the Gunpowder in 2050: <https://www.gunpowdervalleyconservancy.org/gunpowder2050/>
- C. A list of the Clear Creeks Project partners can be provided upon request.
- D. *GVC Proposal Narrative - Figures and Tables* (see below)

## GVC Proposal Narrative - Figures and Tables

### Figures

- A. Vision for the Gunpowder in 2050

### Tables

1. Demographic Characteristics of the Gunpowder Watershed from EJ Screen
2. Demographic Characteristics of the portions of the Gunpowder Watershed within Baltimore County
3. Demographic Characteristics of Communities of Color that GVC is Already Working With

Figure A

# The Gunpowder in 2050

## OUR SHARED VISION

### People feel secure with their water.



It is a place for safe swimming, fishing, and boating. The drinking water is safe.

### People feel welcome and connected



Amenities along the Gunpowder feel inclusive to a wide range of people. People engage in community clean ups.

### The watershed is restored & regenerated



Invasive species are under control. Native landscaping and riparian buffers support healthy ecosystems.

### Communication & Adoption



Messaging is clear, consistent and makes a connection between a healthy Gunpowder and healthy families

### Collaboration



City and County agencies work together with local groups. They communicate smoothly and effectively across many platforms.

### Land Use & Access



Land is zoned to protect the health of the watershed and development is managed with environmental stewardship in mind.


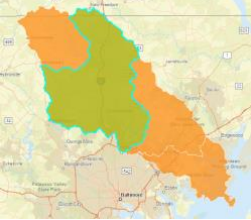
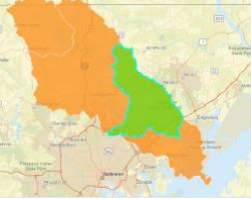

Help make our shared vision a reality



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*The Gunpowder Watershed Collaborative is working towards this vision.*

**Table 1**  
**Demographic Characteristics of the Gunpowder Watershed**  
*Data from EJ Screen Report (Version 2.11)*

Community(ies) and/or Target Audience(s)	People of Color (%)	Poverty Rate (%)	Low Income (%)	Annualized Unemployment Rate (%)
Prettyboy 	POC: 9% <u>Details:</u> White: 94% Black: 2% American Indian: 0% Asian: 2% Pacific Islander: 0% Other: 0% Two or more races: 2%	7%	11%	4%
Loch Raven Reservoir 	POC: 25% <u>Details:</u> White: 78% Black: 9% American Indian: 0% Asian: 7% Pacific Islander: 0% Other: 1% Two or more races: 4%	9%	15%	3%
Lower Gunpowder Falls & Little Gunpowder Falls 	POC: 23% <u>Details:</u> White: 78% Black: 10% American Indian: 0% Asian: 8% Pacific Islander: 0% Other: 1% Two or more races: 3%	8%	14%	4%
Bird River, Middle River & Tidal Gunpowder 	POC: 32% <u>Details:</u> White: 69% Black: 16% American Indian: 0% Asian: 8% Pacific Islander: 0% Other: 2% Two or more races: 4%	11%	19%	3%

**Table 2**

**Demographic Characteristics of the portions of the  
Gunpowder Watershed within Baltimore County**

*Data provided by Baltimore County Department of Environmental Protection and Sustainability*

	<b>Bird River</b>	<b>Loch Raven</b>	<b>Middle River</b>	<b>Little Gunpowder</b>	<b>Gunpowder River</b>	<b>Lower Gunpowder</b>	<b>Prettyboy</b>
Total Population	70,872	98,142	27,611	6,788	9,093	51,428	4,393
% White	55.91	72.03	60.71	89.86	64.76	66.97	91.37
% Black	23.98	10.01	24.06	1.50	25.32	15.30	1.37
% Asian	10.86	8.22	1.85	2.14	1.76	9.60	0.75
% Pacific Islander	0.03	0.05	0.04	0.03	0.04	0.05	0.00
% Other Race	2.50	3.12	4.93	0.75	1.75	1.54	1.05
% Two or More Races	6.44	6.31	7.71	5.54	6.14	6.32	5.12
% American Indian/Alaska Native	0.28	0.26	0.70	0.18	0.24	0.22	0.34
% Hispanic Origin	5.67	6.77	8.49	3.64	4.10	4.49	3.07



**Table 3**  
**Demographic Characteristics of Communities of Color that GVC is Already Working With**

Community	Demographic Characteristics
Miramar Landing HOA 705 Compass Road Middle River, MD	Approximately 73.81% of the residents are of color, including 45.78% Black and 20.46 % Asian (mostly Filipino) residents. 26.19% of the residents are white.
Nepali American Cultural Center 12231 Harford Rd, Glen Arm, MD	The majority of members are Nepali Americans.
Padonia International Elementary School 9834 Greenside Drive, Cockeysville, MD 21030	Padonia International is located within an area of the Gunpowder that is 76% People of Color and 21% Low Income.
Piscataway Indian Nation	The members are Native Americans.