

Request for Proposals

Issued by:



About Us:

[Catholic Volunteer Network](#) is a national member organization consisting of 150+ volunteer and mission programs. Programs serve internationally and domestically for various lengths of time and engage in a wide variety of service placements. Some common elements that make CVN member programs unique are orientation and job training, spiritual support, intentional community living, and ongoing reflection opportunities for volunteers. CVN supports our member programs through programmatic resources, recruitment assistance, and networking.

Our Work Towards Racial Justice and Diversity:

Catholic Volunteer Network has a strong commitment to diversity and racial justice. (See our statement: <https://catholicvolunteernetwork.org/who-we-are/identity/>) We are committed to providing regular opportunities for our members to engage in ongoing learning and reflection, while also taking steps towards concrete structural changes to become more just and equitable organizations.

Most members in our network have undertaken some form of racial justice education and understand the basics of white privilege, power, racism, discrimination, etc. Yet, our members consistently express a desire for increased diversity within their volunteer pool. Our data shows that growth in this area remains stagnant, with over 85% of volunteers being white year after year. We believe that one step towards increasing diversity will be a deeper understanding of implicit bias and how biases may surface during the volunteer recruitment and application process.

Project:

In the upcoming year, CVN is looking for a trainer to provide a three- or four-part online course on the topic of implicit bias for our community. The trainer will facilitate these online sessions and provide resources for the participants to access during the course. Participants will be staff members of volunteer and mission programs – with the possibility of extending the invitation to the staff of other partner organizations. Key outcomes for the course will be: Participants deepen their awareness of personal biases, gain understanding of programmatic biases that limit their volunteer pool and have access to resources needed to make some practical applications to their program structure.

Familiarity with faith-based organizations and/or service programs is a plus, but not a requirement for this project.

While we do have some flexibility in the timing, ideally this course would take place in August-September 2020.

Catholic Volunteer Network will manage the marketing, registration, and communications elements of this project. Online sessions will be hosted on our GoToWebinar account. CVN will also record and archive sessions and resources for future access by our members.

Proposal Submission Process:

To apply, please provide:

- A summary of your approach to our need, including a brief description of the session topics and list of additional resources that will be provided.
- Background information on the organization/individuals that will be responsible for the project.
- Budget (not to exceed \$5000 total)
- Three professional references
- The submission should not exceed two pages in length

Please direct questions and proposal submissions to Katie Mulembe, kmulembe@catholicvolunteernetwork.org. The deadline for submissions is COB April 20, 2020. We will respond to all applicants by May 15, 2020.