

Strategic Planning Request for Proposals

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Introduction

interACT: Advocates for Intersex Youth is seeking an **experienced youth program consultant** to lead a strategic planning process and develop a program plan that will define the direction of our intersex youth program for the next three to five years. The process is expected to take six (6) months, ideally starting on or about June 1, 2017. interACT is a national nonprofit advocacy organization with staff working remotely from home offices in different parts of the U.S. and the consultant can be based anywhere in the country.

Overview

Approximately 1.7% of children are born with **intersex** traits. This means they are born with bodies that fall outside the notion of binary male and female sex. These traits may involve physical differences in the internal reproductive organs, sex chromosomes, and/or external genitalia. Many of these children are faced with unconsented, irreversible, and medically unnecessary surgeries in attempt to “fix” or “normalize” their already healthy bodies. This treatment, including the possibility of multiple surgeries on the genital and/or reproductive organs, unnecessary medical display, and traumatizing genital photography, often causes extensive psychological trauma and physical harm. Ending these common instances of medical abuse and human rights violations is the core mission of interACT, and our **interACT Youth** play a key role in raising awareness and advocating for their peers by using their young but powerful voices.

Founded in 2006 as Advocates for Informed Choice (AIC), interACT was originally established as a legal organization. In 2010, the youth leadership program was created by a few intersex youth who wanted a place to raise their voices and advocate for intersex rights. This program was called Inter/Act. It grew from 3 – to 10 – to the now 40+ youth advocates currently in the program. Originally it was hard to find youth to speak out about their experiences, but the more work that is being done to raise intersex awareness (much of which is done by our own youth advocates), the more youth have come to our program and are willing to speak out.

In 2015, we decided that AIC needed to formally expand its scope to include not only legal advocacy but also broader policy work, awareness-raising, and more focused youth leadership development. The work being done in the media by our staff and youth was beginning to shift the global narrative around intersex bodies, and our youth were at the forefront of that effort. In homage to their crucial role, AIC was rebranded as interACT in 2016 and divided into three programs – Law & Policy, Media, and Youth. These three programs now structure our work as we promote the legal and human rights of children born with intersex traits.

The interACT Youth program is the only one of its kind in the world. It is a group of advocates in their teens and twenties from all parts of the United States and beyond. Today, the program has over 40 volunteer members (including 8 from outside the U.S.) led by our talented part-time Youth Coordinator, who is also a Youth member and former interACT intern herself. Currently our members include youth who are Black, Brown, Latinx, Asian, and White; genderqueer, nonbinary, trans, and gender fluid; gay, bisexual, lesbian, straight, queer, and pansexual. What brings this diverse group of individuals together is their dedication to serve as a voice for the intersex community in order to end harmful medical treatment and oppression of intersex youth.

Thanks to a capacity-building grant, we are now able to embark on a strategic planning process in order to reorganize our intersex youth leadership development efforts.

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Project plan/ Scope of Work:

In collaboration with our Youth advocates, Staff, and Board, we are looking to create a *Youth-Informed Project Work Plan* that guides program strategy for 3-5 years. The contracted consultant will lead a strategic planning process, which will include, but will not be limited to, the following key areas of work:

- Conduct an assessment of current interACT Youth organizational and programmatic capacities, opportunities, and challenges;
- Create a summary of the strategic review for discussion by staff, board, and youth advocates that identifies key questions to be addressed by interACT Youth;
- Design and facilitate an in-person strategic planning retreat for interACT Youth members and staff to discuss the identified key questions, develop new ideas for strategic directions, and foster community investment and ownership in interACT Youth's strategic plan. This retreat is currently scheduled for: **July 11 - July 13, 2017 in Phoenix, AZ,**
- Synthesize the discussions into a 3-5 year interACT Youth strategic plan document for review and approval by the board, which may include:
 - Project mission statement and agreed-upon principles that align with those of the parent organization;
 - Goals and tactics;
 - Guidelines for communication;
 - Guidelines for participation and organization;
 - Leadership development and skill development goals and implementation plans;
 - Mentorship structure;
 - Community/Team-building suggestions;
 - Media/Social media campaign priorities;
 - Evaluation plan outline;
 - Action steps for sustainability/ fundraising;
 - Youth stipends and paid internship goals;
 - Recommendations for staffing to support program;
 - Youth board of directors and/or youth involvement on current board of directors.

Our current vision ultimately includes hiring a program director on staff working closely with a Youth Coordinator.

Key Questions and Specific Objectives of the interACT Youth Strategic Plan

- Where does interACT Youth want to be in 1 year? 5 years? 10 years?
- How do we ensure that our programming and initiatives align with and directly advance our mission in measureable and meaningful ways?
- How can interACT Youth become more intersectional, develop more leadership by people of color, contribute to the growth of a more multi-cultural intersex movement, and meaningfully benefit intersex people of color?
- What revenue and resource development strategies are needed to keep interACT Youth sustainable and mission-focused over the next 3-5 years?
- What will be the infrastructure and organizational development needs for interACT Youth over the next 3-5 years?
- How to construct a program that provides adequate support to youth leaders dealing with significant trauma?
- How do interACT Youth's core competencies align with trends in the community and the funding priorities of key funders?
- Describe current operating conditions.
- Clearly identify interACT Youth's desired impact over 3-5 years to include organizational objectives in all key program areas with indicators of success to track progress.

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- Identify interACT Youth's strengths & how to apply them to objectives and desired impact.
- Identify strategic directions, partnerships, and tools that will assist in identifying and implementing future opportunities.
- Identify strategic ways & sources of revenue required to achieve desired impacts.

Submission Details

Applicants should have relevant youth program development experience, ideally with specific experience working with LGBTQIA+ youth advocates. Applicants should also have experience facilitating organizational development and strategic planning processes and in developing successful strategic plans.

interACT requests electronic proposals of no more than five (5) pages in length that describe you and your team (if appropriate), your experience providing strategic planning services to similar organizations, your proposed process for providing these services, and a proposed budget for these services.

The proposal should include the following components:

1. Name and contact information and the names of any other participating consultants;
2. Statement of qualifications;
3. Summary of similar work conducted, highlighting specific accomplishments;
4. Narrative description of the proposal process, activities, and approach;
5. Timeline for the work;
6. Fee and budget (including number of estimated hours for each activity, billing rate, and estimated out-of-pocket costs); and
7. On a separate addendum (which will not count toward the 5-page limit), please provide a copy of current resume and names and contact information for up to four (4) references – preferably organizations for which you have recently provided similar services.

The deadline has been extended at the request from applicants! Please submit electronically by Midnight on May 1 to info@interACTadvocates.org

Non-Discrimination Policy

Advocates for Informed Choice (DBA interACT) is committed to providing a work environment that is free from discrimination, sexual harassment, and harassment or mistreatment of any kind. We do not tolerate discrimination of any kind based on a person's race, color, religion, age, national or ethnic origin, sex, marital status, height, weight, parental status, pregnancy, sexual orientation, transsexual or transgender status, gender identity or expression, status as intersex, HIV status, veteran status, disability, ex-offender status, political or union affiliation, or any other basis made unlawful by applicable federal, state, or local law.

Terms and Conditions

interACT reserves the right to reject or cancel any and all submissions received in response to this RFP. The issuance of the RFP does not commit interACT to award a contract, nor is interACT required to select the lowest bidder. interACT reserves the right to cancel this procurement, to waive any defect or technicality, and to advertise for new proposals, without notice or justification, where the rejection, cancellation, waiver, or advertisement would be in the best interest of interACT. A formal contract will be required. interACT shall not be liable for any costs associated with the development, preparation, transmittal or presentation of any proposal or material submitted in response to the RFP. The successful bidder will indemnify and hold harmless interACT its directors, officers, employees, agents and members from any and all liability