

Anti-Bias/Anti-Racist Education Training of Trainers Provider RFQ

**REQUEST FOR QUALIFICATIONS (RFQ)**

**Anti-Bias/Anti-Racist Education Training of Trainers Provider**

**Release date: OCT 14, 2024**

**Application Due Date: November 15, 2024**

**For more information, please contact:**

**FIRST 5 San Benito**

**Attn: Sarah Beatie, Director of Funder Relations**

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Anti-Bias/Anti-Racist Education Training of Trainers Provider RFQ

| RFQ APPLICATION PROCESS AND TIMELINE* |  |                                  |
|---------------------------------------|--|----------------------------------|
| ACTIVITY                              | DESCRIPTION  | DATE                             |
| Release Date                          | Applications are available online at <a href="http://www.first5sb.org">www.first5sb.org</a>  | Oct 2, 2024                      |
| Bidders Conference                    | Questions regarding the application may be addressed via email to: <a href="mailto:sarah@first5sb.com">sarah@first5sb.com</a> .  | Oct 14, 2024 at 1:30pm           |
| Mandatory Letter of Interest Due      |  | Nov 1 , 2024                     |
| Application Submission Deadline       | The application submissions for this RFQ will be electronic (by email) only. The RFQ can be accessed at: <a href="http://www.first5sb.org">www.first5sb.org</a><br><br>All forms and attachments will also be submitted via the following contact information: <a href="mailto:sarah@first5sb.com">sarah@first5sb.com</a> . Applicants are advised to review the full RFQ document and understand its contents.  | Nov 15, 2024 at 12:00am midnight |
| Application Review                    | A proposal review panel(s), consisting of individuals appointed by Region 4 Hub will review all completed applications that meet the eligibility requirements. Members of the proposal review panel(s) will evaluate and score each proposal, and make a funding recommendation to Region 4 Hub.   | TBD                              |
| Initial Award Recommendation          | The selected applicant will receive an initial award recommendation by email. Those applicants who are not selected to move forward in the process will also receive notice via email.   | TBD                              |
| Appeal Process                        | Applicants who are not recommended for funding but who wish to appeal the decision have three working days from receipt of the email notifying applicants of the initial award recommendation to file an appeal in writing. The written appeal needs to document the reason for the appeal and must be sent via email to: <a href="mailto:sarah@first5sb.com">sarah@first5sb.com</a> Grounds for appeal are limited to a violation of a FIRST 5 San Benito County procedure, law, rule, or regulation regarding this RFQ process. Appeals will not be accepted on any other grounds. Appeals will only be considered if received in the <a href="#">provided contact</a> inbox by 5:00 p.m. on the third working day from the date of the email regarding the initial award recommendation. Decision on appeal is final. | TBD                              |
| First 5 Commission Approval           |  | TBD                              |
| CEO Approval                          | Upon completion of the appeal process, the Chief Executive Officer   | TBD                              |

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|                       |  |     |
|-----------------------|--|-----|
|                       | of FIRST 5 San Benito will award the contract to the most qualified applicant.   |     |
| Contract Negotiations | Term: The term of this agreement is for up to one-year, with the possibility of extension contingent on performance and funding. Final contract execution with the selected applicant is dependent on full authorization of the FIRST 5 CEO. | TBD |

\*All dates throughout this RFQ are subject to change at FIRST 5’s discretion. Notice of any date change will be posted on FIRST 5 San Benito’s website: [www.first5sb.org](http://www.first5sb.org)

**Anti-Bias/Anti-Racist Education Training of Trainers Request for Qualifications Summary**

First 5 San Benito County on behalf of the Region 4 Hub is soliciting proposals to identify a training provider to deliver a training of trainers (TOT) in the topics of Anti-Bias/Anti-Racist Education to facilitators across the Bay Area Region, which includes Alameda, Contra Costa, Monterey, San Benito, San Francisco, San Mateo, Santa Clara, and Santa Cruz counties. Successful applicant will provide all the materials required to facilitate a professional development training introducing educators to anti-bias and anti-racist education appropriate for early childhood educators.

The Region 4 Hub has identified a need for increasing the capacity of early childhood leaders, coaches, trainers and faculty to promote anti-racism, to address Anti-Bias/Anti-Racist Education and to create cultures of inclusion and belonging in early childhood settings. Effective action requires tools, learning communities and interventions which build the capacity of ECE educators to gain knowledge, skills and competencies to advance equity.

In order to implement change focused on addressing racism and other biases, teachers must access their own perceptions and blind spots. Each must conduct a critical analysis by acknowledging marginalization or status quo practices of current practice/system they are implementing. A Training of Trainers model provides an opportunity to build capacity and support sustainability within each county. This RFQ seeks to identify preferably a single grantee to provide the Anti-bias/Anti-Racist training for this RFQ and Implicit bias training of trainers RFQ (RFQ //Title or number). If two separate agencies receive awards for the training, it is expected that both grantees will work together to align content. Services are sought immediately upon approval of a grant and be completed by the end of June 2025.

**FIRST 5 IMPACT Overview**

First 5 IMPACT (Improve and Maximize Programs so All Children Thrive) in addition to supporting the implementation of the Children and Families First Act helps accomplish First 5 California’s mission to “convene, partner in, support, and help lead the movement to create and implement a comprehensive, integrated, and coordinated system for California's children prenatal through 5 and their families.” It specifically addresses



F5CA's Strategic Priority Areas 1 and 2 and corresponding Goals 1.1, 1.2, 1.3, 2.1, and 2.2. ([http://www.cfc.ca.gov/about/pdf/commission/resources/F5CA\\_Strategic\\_Plan.pdf](http://www.cfc.ca.gov/about/pdf/commission/resources/F5CA_Strategic_Plan.pdf)).

In 2016, First 5 IMPACT released a grant to support the development and implementation of Regional Coordination, and Technical Assistance Hubs (Hubs) for consortia participating in First 5 IMPACT and the California quality rating and improvement system (CA-QRIS). The primary focus of the Hubs is to provide coordination and specialized support to consortia within a region and to:

- Help consortia identify local and regional strengths and assets, and determine local and regional gaps and needs
- Coordinate regional activities to implement the CA-QRIS elements and systems functions
- Reduce regional duplication of efforts
- Build local and regional expertise, and incorporate state and federal evidence-based practices models
- Maintain a strong connection to the CA-QRIS

Region 4 Hub includes 8 counties, Alameda, Contra Costa, Monterey, San Benito, San Mateo, San Francisco, Santa Clara, and Santa Cruz. Region 4 Hub receives approximately \$1 million annually to provide coordination and specialized support.

## Overview of IMPACT LEGACY Bay Area Region 4 Hub

The IMPACT LEGACY Bay Area Region 4 Hub (Region 4 Hub) is a collaboration of eight Bay Area county consortia which includes First 5 Commissions and County Offices of Education which include, First 5 Alameda County, Alameda County Office of Education, First 5 Contra Costa, Contra Costa County Office of Education, First 5 Monterey, Monterey Office of Education, First 5 San Benito First 5 San Francisco, San Francisco Office of Early Care and Education, First 5 San Mateo County, San Mateo County Office of Education, First 5 Santa Clara, Santa Clara County Office of Education, and First 5 Santa Cruz County.

Guiding Vision:

The consortia in the Region 4 Hub, have a unified approach to enhancing the systems that impact early learning outcomes for children throughout the region. The Region 4 Hub promotes collaborative, strategic decision-making that:

- builds on the unique strengths and needs of local consortia
- creates a culture of continuous quality improvement
- creates efficiencies and leverages regional resources
- strengthens communication within local consortia and across the region
- produces measurable impacts
- influences policies and broader systems changes that improve child outcomes

## Responsibilities and Expectations

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Provide trainings of trainers with follow up professional learning communities or communities of practice to up to 56 trainers, faculty and coaches across the eight counties within Region 4 Hub to build the capacity in each county to advance anti-racism to build the capacity of ECE educators to gain knowledge, skills and competencies in multiple languages. While TOT will be conducted in English, training materials must be translated in multiple languages, with minimum languages being Spanish and Chinese.

Training should cover content of Anti-racism and Anti-bias Education with the objective that participants will facilitate trainings and/or incorporate anti-bias/racism content into existing coursework that will support educators to (from <https://www.naeyc.org/resources/pubs/yc/nov2019/understanding-anti-bias>):

- nurture each child's construction of knowledgeable, confident, individual personal and social identities
- promote each child's comfortable, empathetic interaction with people from diverse backgrounds
- foster each child's capacity to critically identify bias and will nurture each child's empathy for the hurt bias causes
- cultivate each child's ability and confidence to stand up for oneself and for others in the face of bias

While anti-bias education content has existed in professional development and educational attainment settings, anti-racism in early childhood education requires questioning and addressing multiple factors, including how the early childhood field privileges Eurocentric knowledge and developmental paradigms, and how white privilege and power undergird institutional and administrative practices. This RFQ seeks a TOT to support trainers and faculty to prepare teachers to go beyond just providing young children with an "appreciation for difference" and to partner with families to better understand their values and beliefs around implicit bias and present strategies to teachers on how to incorporate culturally and linguistically diverse families' views in their curricula Training content should offer tools which enable teachers' own process of self-reflection if they are to inspire critical thinking, lay bare the mechanisms of racism, and encourage children to question and critique systems and social practices. Thus, participants will review developmentally appropriate strategies for the adoption of anti-racism techniques in early childhood education, while honoring and respecting families values and beliefs on how to approach children's racial identities, including active support for positive racial identities among racialized children, and the cultivation of anti-racist identities among white children.

Facilitate regional community of practice of trainers following the training with the objective that participants will:

- Build an online learning community to support each other as training is implemented to support understanding racism, practice analyzing and applying, and build confidence and skills to act individually and collectively.

Anti-bias/Anti-racist Training materials should be provided in multiple languages, specifically, but not limited to English, Spanish, and Chinese with permission to replicate training with ECE educators and translate to other languages if needed.

## Qualifications

Applicant must demonstrate:

Contractor/Organization Structure:

- Experience with delivering Equity Support and Technical Support in both avenues in coaching and professional development based on scope of work
- Knowledge of community population/representation
- Multi-racial, multi-lingual teams
- Experience and Knowledge of virtual learning (e.g. video conferencing, webinars, etc.)
- Ability to work on a schedule compatible with counties, which may require evenings and weekends

Prior Training & Technical Assistance Experience:

- At least three years of experience providing training and technical assistance activities to trainers, faculty, coaches, technical assistance providers of early childhood programs including family childcare, infant toddler and preschool center staff and administrators specifically in the areas of Anti-Bias/Anti-Racist Education, race and equity, disproportionate discipline, and culturally responsive intervention.
- Experience providing training/TA activities specifically in the topic area of Anti-bias and anti-racist for educators and the technical assistance community
- Experience facilitating online learning communities

Approach:

- Incorporates easy to understand, process for achieving equity literacy and inclusive approaches
- Interactive and meaningful engagement in understanding adult learning styles and cultural sensitive practices.
- Utilize a Anti-Bias training curriculum and leverage current resources to compliment
- Content alignment to California ECE Educator Competencies
- Ability to collaborate with other contractors/organizations to ensure alignment across Implicit Bias trainings and Anti-bias/Anti-racist Education trainings in the region.

## Term of Agreement

The funds available are \$150,000.00 from about August 2024 through June 30, 2025.

First 5 California grant funds support the activities of the grants awarded through this RFQ. Grant fund availability, amount and/or term are dependent upon the terms set by the First 5 California grant funds availability, amount and/or term.

## Eligibility and Application Instructions

## Eligibility

Region Hub 4 is seeking a Contractor that has expertise and demonstrated ability in the following areas:

- Demonstrated experience in providing training in the topic of Anti-bias and Anti-Racist Education.
- Demonstrated experience in facilitating communities of practice in the topic of Anti-bias and Anti-Racist Education.
- Demonstrated experience and knowledge of community population and representation.
- Content of the training meets the objectives outlined in “Responsibilities and Expectations”

Experience working in Bay Area Regional Partnership (Alameda County, San Francisco County, Contra Costa County, San Mateo County, Santa Cruz County, San Benito County, Santa Clara County, and Monterey County) is preferred.

Alignment and/or connection to TK-12 system, institutions of higher education, and CA Master Plan for Early Learning & Care preferred.

Collaboration with other contractors/organizations to align Implicit Bias trainings and Anti-bias/Anti-racist Education trainings will be required if there are two different contractors selected.

Applicants are encouraged to partner with subcontractors, collaborators, or experts in the field.

## Application Instructions

Please respond in no more than six (6) total pages of narrative in font size 12. Resumes, budget forms, sample reports, and client references do not count toward the narrative page limit.

1. Briefly describe your entity, including history, number of years in operation, organizational structure, and include names of key staff and/or contractors.
2. Briefly describe your entity’s stance specifically in the areas of implicit bias, race and equity, disproportionate discipline, and culturally responsive interventions.
3. Briefly describe your entity’s relevant experience for the past three years that best characterize your entity’s capabilities for training and communities of practice, specifically in the areas of implicit bias, race and equity, disproportionate discipline, and culturally responsive interventions. If available, share longitudinal evidence of training impact and outcomes from prior work.
4. Describe your entity’s experience working in the Bay Area Region (Alameda, San Francisco, Contra Costa, San Mateo, Santa Cruz, San Benito, Santa Clara or Monterey) or experience working with multiple counties/entities.
5. Describe your entity’s approach developing content for Anti-Bias/Anti-Racist Education Training specific for early childhood education. Please include framework and research used, if applicable.

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- 6. How would you ensure alignment with current work in the region, CA ECE Competencies, TK-12 system, institutions of higher education, and CA Master Plan for Early Learning & Care?
- 7. Describe your entity’s experience and approach in facilitating training virtually and facilitating online learning communities.
- 8. Please provide 3-5 client references
- 9. Please provide a sample curriculum outline and student learning outcomes of an Anti-bias/Anti Racist Education Training or similar training that has been provided by your entity.

**Budget**

Using the document provided, please provide a budget of your proposed expenses. Please provide a narrative description of the line items in the budget form.

**Selection Criteria and Selection Process**

**Selection Criteria**

| Criteria                       | Percentage Weight |
|--------------------------------|-------------------|
| Applicable Experience          | 30%               |
| Applicable Approach            | 30%               |
| Demonstration of understanding | 25%               |
| Cost                           | 15%               |

**Selection Process**

A proposal review panel(s), consisting of individuals appointed by Region 4 Hub will review all completed applications that meet the eligibility requirements. Members of the proposal review panel(s) will evaluate and score each proposal, and make a funding recommendation to Region 4 Hub. Region 4 Hub will then make the final selection and conduct contract negotiations. If a single proposal is submitted and meets minimum eligibility requirements in response to this RFQ, Region 4 Hub may elect to solely review the proposal and develop a funding recommendation on the proposal.

**Reservations**





## Anti-Bias/Anti-Racist Education Training of Trainers Provider RFQ

FIRST 5 reserves the right to cancel the RFQ process at any time for any reason, even after review of all the applications, and is not responsible for any expenses incurred by an applicant in developing an application.

- FIRST 5 reserves the right to reduce, amend, and/or rescind this RFQ at any time prior to final execution of the contract.
- FIRST 5 is under no obligation to award a contract to the applicant that presents the lowest cost or highest yield. Selection will be made based on a comprehensive evaluation of all the submitted proposals and the best interest of FIRST 5 as determined by the reviewers and the Chief Executive Officer.
- FIRST 5 reserves the right to request additional information and/or clarification from any or all applicants.
- All applications become the property of FIRST 5.
- FIRST 5 reserves the right to accept all or a portion of any application.
- All applications will remain confidential until a contract is negotiated. However, since FIRST 5 is public entity, all applications can become public, with written request, after all successful contract negotiations.

This RFQ may be changed or canceled at any time. Additional information and/or clarification may be requested from any or all applicants. All submittals and applications become the property of FIRST 5 and are considered public records once a contract is signed.