



Plaza de la Raza Child Development Services, Inc.
13300 Crossroads Pkwy N. Ste. 440
City of Industry, CA 91746



REQUEST FOR PROPOSAL

Diversity, Equity, and Inclusion Consultant

Plaza de la Raza Child Development Services, Inc. operates a Head Start and Early Head Start program that provides comprehensive integrated services to children from birth to 5 years of age. We are currently accepting proposals for a Diversity, Equity, and Inclusion Consultant. Services to be provided for July 1, 2024 -June 30, 2025.

Scope of Work/Services to be provided include:

- Provide ongoing support for the agency's DEI committee, ensuring the inclusion of all stakeholders.
- Offer programming assistance and consulting support, which involves defining goals, outlining objectives and tasks, and establishing measurement and evaluation mechanisms to assess the effectiveness of the initiative.
- Support the agency by implementing practices aligned with learning organizations, systems thinking, and effective change management.
- Assist the agency in advancing both short- and long-term strategic plans for the DEI initiative.
- Provide support in leadership development, capacity building, and understanding change management techniques and practices.
- Establish structures and systems to address programmatic and community needs, fostering sustainable DEI practices.
- Conduct training and learning workshops to promote awareness of the DEI initiative and its impact on individual, programmatic, organizational, and community growth including awareness of conscious and unconscious biases, impact of biases on decision-making, workplace culture, and diversity efforts.
- Provide training to leaders on recognizing and mitigating biases in their teams.

Please submit your Bid/Proposal via email to:
Plaza de la Raza Child Development Services, Inc.
Attention: Jennifer Sims, Executive Assistant jsims@pdlr.org
Deadline: June 28, 2024