



Request for Proposals: Women's Voices for the Earth Strategic Planning Process

Date Issued: February 22nd, 2021

Priority will be given to applications received by March 21st, 2021

About Women's Voices for the Earth

The mission of Women's Voices for the Earth (WVE) is to amplify women's voices to eliminate the toxic chemicals that harm our health and communities.

We imagine a world where the earth is taken care of, workers are paid well and treated fairly, and there are no toxic chemicals in our homes, our communities, or our environment. In this world, every point in the cycle of production and consumption – from extraction, to processing, to use, to disposal – contributes not just to a less toxic world, but to a *thriving* world.

In 1995, our founders created a new organization run by women, that recognized and uplifted the connections between gender, health, class, race, and the environment. Today, we lead tens of thousands of advocates across the country in campaigns to increase corporate accountability and transparency, enact health-protective laws, and take steps to reduce toxic exposure in their lives.

Women and girls are disproportionately impacted by toxic chemicals, and research shows that chemicals in our environment, including those in products, are playing an increasingly significant role in rates of breast cancer, infertility, early puberty, and other health problems. Our campaigns focus on the industries that most heavily market and sell to women. We aim to rid the cleaning products industry of secret ingredients and unsafe chemicals, drive the period care and intimate care product marketplace toward safer products, and reduce toxic chemicals in salon and personal care products. Our work has resulted in monumental shifts in some of the largest consumer products companies in the world, and in policies that protect women's health.

Background & Commitment to Justice, Equity, Diversity & Inclusion

A lot has changed in 25 years, and WVE has celebrated many victories. Over the last decade, WVE's work has helped to pass regulations that require corporations to disclose the chemicals in cleaning products, cosmetics, and menstrual products. We now know more about the chemical make-up of these products than we ever have before, allowing us to hold corporations accountable for toxic exposures to our bodies and our planet. These victories are made possible through WVE's people power – WVE's ability to move people into action to make sure their needs and voices are included where decisions are being made about our rights, our health, and our safety.

While the world navigates the Covid-19 crisis and our country grapples with division and racial inequality, we are committed to deepening and expanding our work on toxics. WVE has long worked at the intersections of reproductive health and gender, but the organization needs to strengthen our intersectional work in the area of racial, environmental, and climate justice.

Over the past year and half, we have worked on training our team in Justice, Equity, Diversity and Inclusion (JEDI) practices and in the coming year, we will begin an anti-racism audit to examine dominant culture habits within our organization.

Process

As we have described above, we are deeply present to the impact of the global pandemic and racial justice reckonings and how these two massive global shifts may affect our movement and our work. We are seeking a consultant who will hold these realities as they help us to design and implement a collaborative approach with our team and our stakeholders. We desire a process that is adaptive and flexible, and allows for themes to emerge and shifts to be made in support of our larger goals, accordingly, in consultation with our project team. It is central that any creative structures that a consultant design include stakeholder, member and partner input, and ongoing board and staff participation. Finally, it is critical that our consultant has a deep understanding of justice issues and anti-racist practices that center the most impacted.

Product

Strategic plan for the next 2-3 years completed by December 2021 that centers anti-racism in our work, with clearly defined priorities in alignment with our mission that are both stable and adaptable, including:

- A renewed mission and vision statement.
- A renewed set of values.
- A renewed theory of change and assumptions.
- Immediate and longer-term outcomes, including a strong connection between programming and how outcomes are achieved.
- Organizational and programmatic priorities & goals aligned to our renewed theory of change.
- Identify the unique strengths of WVE in the larger Environmental Health and Justice movement.
- Integration of anti-racism framework to ensure it is centered in both internal organizational development and external strategy.
- Capacity building and internal structure supports needed to meet strategic goals.

Ideal Partner Qualifications & Commitments

- Training and experience with strategic planning
- A deep commitment to anti-racism
- Experience in social justice settings
- Experience with national or multi state strategy
- Expertise in environmental health and justice a plus
- Familiarity with emergent strategy a plus

Budget

Final costs not to exceed 25k.

Proposal Submission Guidance

Please include the following in your proposal response, due by email to amberg@womensvoices.org by March 14th, 2021

- Letter of interest
- Summary of qualifications, experience
- A technical proposal that describes your approach to the process and to facilitation. Share how you integrate equity into your approach and your commitment to racial justice and understanding of intersectionality.
- List of references – list relevant professional references and their contact information.
- Proposed budget
- Example of a finished strategic plan