FAQs for DEI RFP Bidders:

**Question: If my team does not have the bandwidth to submit a full RFP response, is there an alternative?**

Answer: Yes, we have alternatives specifically for small firms (under 15 people) that are led by and composed of individuals who are representative of the diverse communities REDF serves. If you meet this criterion and are unable to submit a full proposal response, but still want to be considered for the project, please reach out to us at proposals@redf.org.

**Question: What is the definition for organizations that are “representative of the diverse communities REDF serves”?**

Answer: This includes organizations that:
- Are led by or majority composed of individuals with lived experience that aligns with REDF’s target populations (i.e., people who have experienced homelessness, incarceration, those who struggle with mental illness or addiction, and/or have limited education).
- Are led by or majority composed of people of color
- Meet the federal requirement for “small disadvantaged businesses” (definition here)

**Question: What are the intended outcomes for this project?**

Answer: Upon completion of this engagement, we expect that:
1. REDF has clarified its anti-racist stance.
2. REDF’s strategy and key programs have been audited and refined to have DEI at the core of its work.
3. Program staff have begun implementing key DEI priorities and have a plan for continued progress.
4. Program staff have increased skills and comfortability with using a DEI lens in their day-to-day work and activities.

**Question: How many staff does REDF have? How many of those staff would my team be working with for the duration of the project?**

Answer: REDF has a total staff of 47 spread across two main offices (San Francisco and LA). Different parts of the project scope will likely engage various departments and staff members. Still, most interaction and collaboration will be with program owners (~6 individuals), Executive Team members (5 individuals), and program staff (~30 individuals).

**Question: How big is your overall organizational budget?**

Answer: See here for REDF’s financial statements.

**Question: What is REDF’s experience with diversity, equity, and inclusion work?**

Answer: REDF has always strived to be a diverse, equitable, and inclusive organization and has had various DEI initiatives and working groups over the past decade. These efforts include all-staff training on unconscious bias, hiring practice and performance management improvements, intentional recruitment and selection of grantees led by people of color and those with lived experience, and various other efforts to strengthen DEI at REDF.
Over the past year, REDF completed a strategic planning process for 2021-2025, and within the strategy established DEI as a core pillar. This led to the creation of 5 External DEI Objectives and DEI Vision (see the appendix of the RFP), which guided the design of our strategy and critical program design elements.

Finally, see here for REDF’s Commitment to Diversity, Equity, and Inclusion and here for our staff and leadership demographics.