

CRRA Request for Proposal Diversity and Racial Equity Planning

December 1, 2022

To: Experts in the Diversity and Racial Equity Field

Request: Provide a proposal to lead the diversity and racial equity planning process for the California Resource Recovery Association (CRRA).

Due Date: No later than January 11, 2023

CRRA is seeking a diversity and racial equity expert to lead a planning effort with an end-result of a plan that provides a list of actions to assist CRRA with becoming a more diverse and racially equitable organization.

Background:

CRRA desires to become a diverse and racially equitable organization. In 2020, it became apparent that the protests and the acknowledgement for the movement that Black Lives Matter has brought this issue to the forefront. The CRRA Board of Directors has talked about this for years; however, we must stop talking and start doing.

We recognize this conversation is more than just an immediate response to the protests. We, as a Board, need to develop and navigate the policies or practices we should implement, and how we can help our community. In order to do this, CRRA worked with a consultant in July 2020 to assist with introductory conversations to create a more clear understanding of the process that will be required for planning and implementation. In December 2020, a 2 ½ hour facilitated discussion was provided for the nine Board of Directors and six Board Advisors. This training was to discuss the purpose and differences between diversity and racial equity, and to make sure the Board was on the same page and not assume everyone knows what diversity and racial equity means. The outcome from this discussion was used in two ways:

1. To create a clear understanding of what is meant by diversity and racial equity and how it can be used.
2. To establish an opportunity for the Board to reflect on what we have learned, discuss what and how we would like to implement policy and programming within CRRA, and to leave with clear direction on what the board would like to do moving forward.

In December of 2020, we developed a Request for Proposals to hire a diversity expert to begin to explore our role in the movement to advance Racial & Cultural Equity (RCE) and to identify strategies to systematically address how these concepts show up in our work and the recycling industry at large.

Through the meetings and work done this past year, the following was completed:

- Development of the Planning Team's Community Agreements
- Development of the RCE Working Definitions
- Development and Review of the Strategic Planning Survey
- Identification of four strategic priorities to incorporate into the CRRA's foundational action plan.

We are looking to hire a company / individual who will research and evaluate, hold stakeholder meetings, and gain knowledge on CRRA and its community, to develop a plan with specific actions, timelines, next steps and any other information that will provide a guide for a successful implementation process. This project will be deliverables based.

We would like the proposer to develop a scope to accomplish:

- Building a sense of cohesion and understanding among the leadership team (Board and Executive Staff) with regard to centering diversity and racial equity in the organizations' values, relationships, policies and structures.
- Developing an organization-wide focus with a network-wide process of learning and agreements about the way forward to embed diversity and racial equity at CRRA.
- Establishing an implementation plan, which can be multi-year, so we may begin efforts.
- Designing a plan that considers how our organization can assist our community (e.g. webinars, information).

Please provide all proposals, including a scope and budget, to Tracie Bills, no later than Wednesday, January 11, 2023. A decision will be made by January 30, 2023 and a contract will be signed by February 24, 2023. The work will need to be accomplished by December 31, 2023 unless the proposer feels a different time frame is more appropriate, at which time a written explanation and recommended timeline is required for such a consideration. Any changes to the Scope of Work time frame will need to be approved by the Diversity Committee and the Board of Directors.

Please submit an electronic response to:

Tracie Onstad Bills
Executive Director
California Resource Recovery Association
(408) 406-1991
tracie@crra.com

About CRRA

The California Resource Recovery Association (CRRA, founded 1974) is California's statewide recycling association. It is the oldest and one of the largest non-profit recycling organizations in the United States. A 501(C)3 organization, CRRA is dedicated to achieving environmental sustainability in and beyond California through Zero Waste strategies including product stewardship, waste prevention, reuse, recycling and composting. CRRA provides its members with resources to advance local, regional and statewide waste reduction efforts, which result in critical environmental and climate protection outcomes. CRRA's members represent all aspects of California's reduce-reuse-recycle-compost economy. Our members work for cities, counties, municipal districts, and businesses as well as hauling companies, material processors, non-profit organizations, state agencies, and allied professionals.

The Vision, Mission and Principles were adopted by CRRA Board of Directors and CRRA membership in December 2009.

CRRA Vision

Achieve environmental sustainability in and beyond California through Zero Waste strategies including product stewardship, waste prevention, reuse, recycling and composting.

CRRA Mission

Provide CRRA members with resources to advance local, regional and statewide waste reduction efforts which result in critical environmental and climate protection outcomes.

For more information on CRRA, please visit our website: <https://www.crرا.com/about-crرا>