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UW# 8219 CFC# 61733

Racial Equity and Trauma Informed Care Supervision Coach

Contract Position:

Racial Equity and Trauma Informed Care Supervision Coach

About Bread for the City:

Started in 1974, Bread for the City (BFC) is an award-winning front line agency serving Washington's poor. The agency began as two organizations; Zacchaeus Free Clinic began in 1974 as a volunteer-run free medical clinic, and Bread for the City was created in 1976 by a coalition of downtown churches to feed and clothe the poor. The two entities merged in 1995. Today, we operate two centers in the District of Columbia and provide direct services to low-income residents of Washington, DC. All of our services are free. Our mission is to provide comprehensive services, including food, clothing, medical care, legal and social services to low-income Washington, DC residents in an atmosphere of dignity and respect.

Our Mission:

The mission of Bread for the City is to help Washington, DC residents living with low income to develop their power to determine the future of their own communities. We provide food, clothing, medical care, and legal and social services to reduce the burden of poverty. We seek justice through community organizing and public advocacy. We work to uproot racism, a major cause of poverty. We are committed to treating our clients with the dignity and respect that all people deserve.

Our Vision:

At Bread for the City, we share a vision of Washington, DC as a nurturing community, where all residents have access to the basic material resources they need for survival and growth, and the prosperity of their social, emotional, and spiritual lives.

Commitment to addressing Racial Inequity through our Strategic Plan:

We have come to understand structural racism as one of the root causes of poverty that, unless addressed, prevents us from realizing our vision.

Problem:

Over the past 5 years Bread for the City has taken steps to foster an anti-racist and trauma-informed organizational culture. As part of this work BFC has: defined

racial equity as central to our mission; trained all staff in anti-racism; hired a racial equity manager; organized regular opportunities for staff to learn about structural racism; created an agency-wide trauma-informed care implementation team; and introduced trauma informed care concepts to all staff. Despite this progress, staff at all levels report that they need more guidance to apply racial equity and trauma-informed principles in their daily work.

As part of BFC's racial equity and trauma informed work, a cross-departmental BFC team created a supervision toolkit to support supervisors and their staff in incorporating racial equity and trauma-informed care work into the supervision process. BFC's Representative Payee Program (RPP) will pilot the toolkit with support from an external racial equity/TIC coach.

Term of contract: 6 months

Bread for the City counterparts: Representative Payee Program (10 staff total)

Proposed activity:

- Facilitate twice-monthly group meetings (12 total) *to support RPP staff in:*
 - applying a racial equity and trauma informed lens to existing RPP policies and procedures to identify opportunities to make the the program more equitable and trauma informed
 - (possible areas to explore: opportunities for leveling of power differentials, amplification of client voices in program decision-making, path for clients to become their own Representative Payee, communication practices)
 - establishing a consensus as to changes to be made to policies and procedures
 - during the 6 month period
 - implementing the identified changes to policies and procedures
 - documenting the changes made

Deliverables:

1. list of opportunities identified by RPP staff to make RPP more equitable and trauma informed
2. list of changes to policies and procedures agreed upon by RPP staff
3. list of changes made during 6 month consultancy

Desired Skills and Qualifications:

The strongest candidate(s) will:

- Hold a strong commitment to racial equity and social justice in all areas: race, gender, age, LGBTQ, ability, and income;
- Have a strong knowledge of trauma informed practices in nonprofit direct services organizations;
- Have a strong knowledge and understanding of nonprofit organizational culture, development, and change;
- Possess strong facilitation skills for working with diverse and multiracial groups;
- Have a proven record of accomplishment;
- Have expertise in supervision, change theory, and motivation practices and techniques.

Submission Guidelines:

To apply, please email the following items as a single PDF document to info@breadforthecity.org. Please name your document with your first and last name followed by M4C (for example, JaneDoeM4C.pdf) and include:

1. A letter of interest explaining you (or your team's) experience and qualifications and detailing your hourly rate or billing for the proposed contract. (1-2 pages)
2. Three (3) or more professional references, including at least two director-level managers with whom you (or your team) has worked. (1 page)
3. Any supplemental materials you feel would help us understand your qualifications for this contract. (Up to 3 pages)

Please email [info@breadforthecity](mailto:info@breadforthecity.org) if you have any questions or would like clarification/additional information.

Review/Contracting Process:

All applications will be acknowledged via email within 5 business days of receipt. The hiring committee will review proposals and select candidates for interviews. Interviews are anticipated for Feb/March 2019. Applicants reaching the final stage of the selection process may be asked to write a brief proposal (to which they will retain all rights of use), with final candidate selection to follow. Final terms of the contract will be determined by mutual agreement. We hope to start this contract in March/April 2019.

Thank you – we look forward to hearing from you!