



IN-KIND GRANT OPPORTUNITY

LGBTQ+ EQUITY AND INCLUSION TECHNICAL ASSISTANCE

OPPORTUNITY:	University of Arizona LGBTQ+ Equity and Inclusion Technical Assistance
DATE ISSUED:	August 3, 2022
DUE DATE/TIME:	August 17, 2022 – 11:59pm Arizona time
ELIGIBILITY:	TPCH organizational members providing housing and/or services for people at risk of or experiencing homelessness in Pima County, Arizona

BACKGROUND

Services, programs, and policies can systematically disadvantage and/or discriminate against Lesbian, Gay, Bisexual, Transgender, Queer, and other persons of diverse sexual orientation and gender identities. When people experience homelessness, trauma, substance use, and mental health challenges, their housing stability is further undermined by discrimination, bias, and stigma. Equity is a strategy to address those disparities and achieve truly fair access, opportunity, and outcomes for all. In 2020, the Tucson Pima Collaboration to End Homelessness launched the TPCH Equity and Inclusion initiative with the aim of addressing racial disparity and advancing racial justice and LGBTQ+ inclusion and affirmation in housing and services for people at risk of and experiencing homelessness. Through this initiative, TPCH has:

- Formed the TPCH Diversity, Equity, and Inclusion Committee which works to identify and address disparities within the Continuum of Care as they are experienced by Black, Indigenous, and People of Color; LGBTQ+ people; and non-citizens.
- Partnered with [C4 Innovations](#) to provide 8-hour Race Equity & Housing 101 training for more than 60 staff and volunteers working and volunteering in homeless assistance programs throughout Pima County.
- Analyzed local data regarding homelessness, housing access, and outcomes through an equity lens and developed strategies to promote equitable access and outcomes.
- Received independent review and recommendations from national experts regarding TPCH policies and practices and began implementing policy change to dismantle white supremacy and advance race equity and LGBTQ+ inclusivity within the Continuum of Care.

- Updated the Coordinated Entry process through which people are assessed for and referred to homelessness prevention and supportive housing programs to include factors disproportionately impacting BIPOC and LGBTQ+ persons.
- Partnered with [Southern Arizona Gender Alliance](#) to host listening sessions with transgender and gender non-conforming (TGNC) persons with lived and living experience of homelessness and identified strategies to improve service access, safety, and outcomes for TGNC communities.
- Partnered with the [University of Arizona Southwest Institute for Research on Women](#) to launch LGBTQ+ Equity on-demand training in the [TPCH Online Training Center](#), publish [Striving Toward Racial Justice – A Call To Action](#), and provide comprehensive training for the City of Tucson Public Housing Authority; and launch this in-kind grant opportunity.

OPPORTUNITY

TPCH is committed to advancing LGBTQ+ inclusion and equity within the Continuum of Care and recognizes that the greatest opportunity to do so is by supporting TPCH member agencies in their work to provide housing and services for people experiencing and at risk of homelessness through a lens of inclusive, affirming program design. To further this goal, TPCH has contracted with [University of Arizona Southwest Institute for Research on Women](#) (SIROW) to provide LGBTQ+ Equity consulting services for up to three TPCH member organizations.

Participating organizations will receive 25 hours of technical assistance and consultancy provided by SIROW LGBTQ+ Equity and Inclusion team staff at no charge to the organization. Selected organizations will develop a custom technical assistance and consulting plan with SIROW which may include any combination of the following services based on the organization's needs and goals:

- Deep Drive Training (up to 4 hours): A supplement to the online training modules that includes guided discussion, activities, and scenarios. Deep Dive trainings offer in-depth opportunities for further reflection and growth.
- Supervisor/Admin Training: Training for supervisors and/or administrators to discuss strategies for implementing best practices at the department/organizational level, as well as problem-solve challenges and barriers. Participants will work through scenarios addressing LGBTQ+ inclusion among both clients and employees.
- Data Share-Out: Gain insight into organizational climate related to LGBTQ+ equity. Staff will participate in brief data collection using de-identified surveys. Technical assistance provider will analyze data and prepare a presentation of the results for organization.
- Policy Review and Recommendations: Technical assistance provider will review policies such as diversity statements, non-discrimination policies, organizational practices, etc. and identify areas for improvement. Suggestions and sample policies will be provided for suggested improvements.
- Document Review and Recommendations: Technical assistance provider will review agency forms for collecting client information and identify areas for improvement. Suggestions and sample forms will be provided for suggested improvements.

- Programming Review and Recommendations: Technical assistance provider will review organization's overall program messaging, marketing, the types of groups offered, language used, etc. and identify areas for improvement. Suggestions and sample programming materials will be provided for suggested improvements.
- Troubleshooting Sessions: Technical assistance provider will facilitate discussions with organization staff to discuss and work through specific situations encountered by the organization related to LGBTQ+ Equity and Inclusion with which the organization would like assistance.

PARTICIPATION OBJECTIVES

By participating in this opportunity, selected agencies can expect to:

- Increase organizational and staff capacity to understand and promote LGBTQ+ Equity and Inclusion in homeless service programs
- Develop organizational equity strategies/objectives and performance measures
- Learn about and implement effective tools and approaches to operationalize LGBTQ+ Equity within the organization
- Improve organizational policies and practices related to LGBTQ+ Equity and Inclusion

TIMELINE

This timeline is tentative and subject to change.

August 3, 2022: Call for proposals released

August 17, 2022: Proposals due to tpch@tucsonaz.gov by 11:59pm Arizona time

August 26, 2022: Selected agencies announced

September-December 2022: Technical assistance services provided

January 31, 2022: Final report due to tpch@tucsonaz.gov

PARTICIPATION REQUIREMENTS

Agencies selected to participate in this opportunity commit to:

- Advancing the work of identifying and addressing LGBTQ+ Equity and Inclusion within the organization's employment practices, community engagement, and programs.
- Maintain active membership in the Continuum of Care throughout 2022.
- Identify a core team of 2-5 organizational representatives (staff, board, participants, and/or volunteers) who with appropriate decision-making authority related to the goals

and activities to be addressed through technical assistance and consultation (Core Team).

- Ensuring that participating staff have completed the TPCH LGBTQ+ Equity Training Series prior to beginning the technical assistance process or during participation.
- Maintaining consistent participation and engagement throughout the technical assistance process.
- Provide a final report to TPCH upon completion of the initiative identifying activities planned or taken as a result of participation and providing feedback on services received to inform future Continuum of Care planning activities and equity initiatives

APPLICATION INSTRUCTIONS

Eligibility: Applicants must be current organizational members of the Tucson Pima Collaboration to End Homelessness and must provide housing or other services for people at risk of or experiencing homelessness in Pima County, Arizona.

Application Format: Organizations interested in applying to participate in this opportunity must submit a brief 2-3 page application to tpch@tucsonaz.gov on or before the due date and time listed in this solicitation. Proposals must be submitted on organizational letterhead and may not exceed three single-spaced pages. Proposals should be submitted using standard Times New Roman or similar 11 pt. font.

Application Contents: Applications must respond to the following:

- *Organization Details:* Provide the organization's name, website, location(s), and contact details (name, phone, email) for the primary point of contact for the application.
- *Organization and Program Overview:* Briefly describe the organization's mission, philosophy, and programs. This description should include the number of individuals/families served by the organization's programs annually and identify all federal, state, or local government funding that supports the programs (if applicable).
- *LGBTQ+ Equity Goals and Challenges:* Briefly describe the organization's interest in participating in this initiative. Identify current goals, organizational challenges, and/or knowledge gaps that you hope to address through participation. Describe any previous and/or current organizational activities related to addressing LGBTQ+ Equity at the organizational level. If you have previously participated in LGBTQ+ and/or Racial Equity coaching, consulting, or other initiatives, please describe your experience in these activities and how participation in this initiative will further the organization's work to advance LGBTQ+ Equity and Inclusion.
- *Desired Activities:* Briefly describe the types of technical assistance and consulting which the organization seeks through this in-kind grant opportunity referencing the eligible activities described under the "Opportunity" heading.
- *Core Team:* Identify the members of the organization's proposed Core Team. Include names, titles and a brief description of each proposed Core Team members' role and responsibilities within the organization. Briefly describe how the organization selected its Core Team and how this team will be empowered to implement organizational strategies

and practices to advance LGBTQ+ Equity and Inclusion. If the organization's Core Team will include one or more person(s) with lived expertise, please describe how such persons will be compensated and supported to participate in this opportunity.

PROPOSAL REVIEW AND SELECTION PROCESS

Proposals received by the due date and time listed in this solicitation will be reviewed by an independent review panel. In recommending agencies for selection to the Continuum of Care Board, the review panel will consider current and prior participation in TPCH, potential for impact, geographic areas served, type and scale of services provided, organization's goals and current/past activities related to addressing disparity and advancing LGBTQ+ equity and inclusion, core team members' roles and capacity to influence organizational change, and other relevant factors. Selection decisions of the TPCH Continuum of Care Board are final.

QUESTIONS

Any questions regarding this solicitation must be submitted to tpch@tucsonaz.gov. Questions will be responded to in the order received. Please allow 2-3 business days for a response. Questions received after 11:59pm Arizona time on August 14, 2022 may not receive a response prior to the due date.