



Diversity, Equity, Inclusion Consultant

Request for Proposals (RFP)

July 21, 2022

PURPOSE OF THE RFP

The Reading League is seeking a consultant or consultancy organization to review policies and programs specifically related to the National Science of Reading Project (NSRP), to ensure they foster authentic diversity, equity, and inclusion both internally as well as externally for greater engagement and impact with diverse communities.

ABOUT THE READING LEAGUE

The Reading League (TRL) is a national education nonprofit led by educators and reading experts dedicated to promoting knowledge to reimagine the future of literacy education and accelerate the global movement toward reading instruction rooted in science. Our purpose is to increase knowledge of science-based approaches to teaching reading as well as research that demystifies how people learn, which will benefit the lives of millions of students. We train and support educators and school leaders. By extension, we also serve parents, specialists, and researchers. We believe all children deserve to learn to read and all teachers can learn to teach them.

To find out more, visit www.thereadingleague.org

ABOUT THE NATIONAL SCIENCE OF READING PROJECT (NSRP)

When educators, administrators, and policy makers (i.e., decision makers) encounter the science of reading (SOR), they often face difficulty locating reliable and understandable sources of information. The science of reading marketplace is difficult to navigate and digest. As a result of this confusing landscape, it remains likely that the work of educators and decision makers will continue to be vulnerable to implementing practices that are not aligned with the scientific evidence base. The National Science of Reading Project (NSRP) will be a virtual space for educational stakeholders to visit for reliable and easily accessible information that is curated and targeted to their individual needs.

PROJECT OVERVIEW

The Reading League is committed to providing resources to support educators, administrators, and policy makers to ensure the percentage of students reading at proficient levels rises in every classroom, school, district, and neighborhood. To do so, it is essential to keep issues of diversity, equity, and inclusion at the forefront of our conversations in order to better understand the context of the schools and neighborhoods we strive to support.

The science of reading movement, and education in general, is in great need of adding more diverse voices and perspectives. From curriculum and assessment publishers to schools of education to researchers and research participants, a greater intentional focus on recruiting and retaining people of color is needed. So, the scope of work will include finding and addressing root causes of this issue as well as coming up with intentional recommendations and action steps to move forward to ensure all communities are able to see themselves in this work.

SCOPE OF WORK

Statement of proposed work:

- Review The Reading League's (TRL) mission and messaging within the NSRP Project through a DEI lens and provide recommendations or adjustments to ensure inclusivity.
- Suggest appropriate tools and best practices to facilitate difficult conversations about race, thoughtfully, and candidly.
- Curate and/or develop resources to be used on TRL's NSRP science of reading website that show connections between the impact of using practices not aligned with the science of reading with the impact of institutional racism on education as it relates to assessment, curriculum, and policy.
- Develop guidance and resources to support TRL's NSRP to lead efforts to diversify the science of reading space and ensure all communities are seen in the mission of this work.
- Develop measurable goals for years one through three to determine how well TRL's NSRP is meeting its DEI goals and recommendations for possible course corrections.

SUBMISSION REQUIREMENTS

If you would like to submit a proposal, please submit a package providing the following:

Executive summary:

- Tell us what guides you and what you believe most firmly in your practice.
- The general nature of your work and how previous projects created greater value and insights for your clients.

Additional documents (when available):

- Provide examples of similar work.
- Describe the qualifications and experience of staff who will be assigned to this project. Provide additional information on the proposed project manager/director, including their CV.

- Describe any potential conflicts of interest you may have with The Reading League if you were granted a contract.
- Include two references of organizations or individuals you have worked with in the past.

Methodology:

- Detail what your approach will be for the scope of work described above.

Work plan:

- Propose a basic work plan of how you would phase this work and estimate how many hours will be needed to complete this project (with a maximum of 200 hours per year for approximately three years).

Budget and deliverables:

- Provide a budget, description of the specific deliverables that will be produced, and estimated delivery dates.

PROPOSAL TIMELINE

Final date to submit questions and requests for additional information	August 3, 2022 5pm
Proposal due	August 7, 2022 5pm
Review period	August 10-24, 2022
Contractor start date	Approximately August 30, 2022

SUBMISSION INFORMATION

Questions and requests for additional information must be submitted in writing to Christine Goodman, Chief Administrative Officer at chris@thereadingleague.org before 5pm August 3, 2022. The Reading League reserves the right to determine the timing and content of the responses to all the questions and requests for additional information.

SUBMISSION DEADLINE

Proposals must be submitted to chris@thereadingleague.org no later than 5pm ET on August 7, 2022.