



Freedom Network USA

Freedom Network USA (FNUSA) is seeking proposals from consultants with expertise in leading small, nonprofit organizations in becoming anti-racist organizations.

About Freedom Network USA

Freedom Network USA (FNUSA) is the nation's largest coalition of individuals and organizations working to address human trafficking in the US. Together with our members, including survivors, social workers, attorneys, advocates, and researchers, we advocate for comprehensive federal policy, provide training and technical assistance to the field, and increase the capacity of our allies. Our expertise is derived from our experience working directly with survivors. We incorporate those insights and strengths into a collective voice for a positive and permanent impact in the lives of all survivors of human trafficking.

Project Overview

FNUSA was founded in 2001 as a network of direct service providers working with survivors of human trafficking. The founders were experts in women's, immigrants', and workers' rights. They identified as working from a human rights-based approach, believing that human trafficking (including both labor and sex trafficking, of US Citizens and foreign nationals, of all gender identities and sexual orientations, both adults and minors) is a result of the deprivation of human rights. They were predominantly, but not exclusively, white women.

FNUSA has continued to grow and expand over the past 20 years. We incorporated as a 501c3 and hired our first full-time, permanent staff (our Executive Director) in 2015. We added a second full-time staff member in 2016. In 2017 we were awarded a federal grant, and added 2 additional full-time staff. We now have 13 full-time staff, plus 1 part-time staff and 1 part-time intern. We have transitioned to fully remote work, with employees living in 10 different states and 1 in the UK. We are a racially diverse staff, with a significant number of BIPOC and queer staff members, however our Executive Director and one of two program directors are white cis women.

As we have grown and matured, we continue to interrogate our approach, mission, vision, values, and language. In 2019, we established a Race and Human Trafficking Working Group (Working Group) to develop a Position Paper describing how human trafficking is rooted in racism, and that primary prevention requires addressing the ongoing impacts of racism that put people at increased risk of trafficking. The Working Group was comprised of staff and members who participated on a voluntary basis and facilitated by white cis female staff. As this work began, several BIPOC members questioned whether FNUSA had sufficiently interrogated how FNUSA and its members contributes to racism or if working group members even had the capacity to do that.

In 2020, we spoke out in the wake of the murder of George Floyd, and also understood that we needed to be doing much more to intentionally address the impacts of racism in our country, our

field, and our organization.

In early 2021, we engaged an equity consultant to provide two separate training series – one for staff and one for Working Group members – to get a common, baseline understanding of racism, anti-racism work, the 4 levels of oppression, and to support FNUSA’s growth in anti-racism work. With this foundation, we asked the Working Group to provide recommendations on how FNUSA could better engage in anti-racism work. At the end of 2021, BIPOC members called on the organization to stand up a safe space for BIPOC members and staff to come together and discuss the impact of racism on them and their work. This group provided initial feedback that the Working Group should be restructured and facilitated by a BIPOC person because it was causing harm, specifically to BIPOC participants, in its current iteration.

Two BIPOC staff members volunteered to lead this work. They recommended, and it was clearly accurate, that we needed to invest more time, thought, and intention around our approach. They have recommended, and the organizational leadership agrees, that we need an external consultant to take on this complex work.

Scope of Services

FNUSA is a national, remote organization with staff working from multiple states and outside of the US, with a concentration of staff in the DC metro area. The majority of the work will be done remotely, via phone or video conferencing. FNUSA staff will be gathering in DC for a retreat September 28-29, 2022 and for our annual conference April 16-20, which are opportunities for in person work.

The consultant will deliver the following, over the course of one year:

1. **Equity Assessment-** Conduct an assessment of the staff, organization, and membership structure to identify current strengths and opportunities for improvement. Pay specific attention to the following to ensure that they are designed to promote equity and to support a diverse staff.
 - a. **Employee support-** Including current employment policies, procedures, pay scale, and benefits
 - b. **Organizational culture-** Interrogate the unwritten ways that the organization operates, communicates, and relates
 - c. **Membership engagement-** Consider the structures that FNUSA is currently using to support our race equity and anti-racism work: a BIPOC member space (intended to serve as a safe space for BIPOC members to support each other), a Race Equity Working Group (intended to recommend and implement measures to implement anti-racism work), and a White member space (intended to serve as a learning space for white members to hold themselves accountable for learning and improving)
2. **Improvement Plan-** Provide a path forward to support growth and accountability, including:
 - a. Recommended training, materials, or support services needed for staff, members, and Board of Directors
 - b. Recommended policy, procedure, and practice changes
 - c. Recommended structures for engagement with staff, members, and the Board of Directors

- d. Facilitated discussions about the relevant recommendations with staff, members, and Board
- e. Support in implementing initial changes
- f. Recommendations for the next phase of organizational growth and development to continue working towards anti-racist goals

Submission Information

Submit a proposal to info@freedomnetworkusa.org with Race Equity Consultant Proposal in the subject line.

Selection Process

Timetable

Proposals Due	August 26, 2022
Consultant Interviews	Rolling August 15- September 2
Consultant Selection	September 6, 2022
Contract Finalized	September 16, 2022
Work Begins	September 19, 2022
End of Contract/Contract Renegotiation	September 18, 2023

Equity Statement

Survivors of trafficking are strongly encouraged to apply. Lived-experience is evaluated as equivalent to work or educational experience by FNUSA, unless specific certifications are required. FNUSA does not discriminate on the basis of race, ethnicity, color, gender identity or presentation, sex, marital status, sexual orientation, age, religion, immigration status, or the presence of any sensory, mental or physical disability.