Request for Proposals

Background:

The Oregon Rural Practice-based Research Network (ORPRN) was established in 2002 at Oregon Health & Science University (OHSU) in Portland, Oregon. We work with a statewide network of primary care clinicians, community partners, payers and academicians. Our mission is to improve the health of all Oregonians through community-engaged research, education and policy. For more information about our work, please see our most recent Impact Report.

The ORPRN mission comes to life with more than 70 remote-based staff across three unique teams dedicated to studying the delivery of health care, facilitation of quality improvement projects, and implementing practice and policy transformation efforts in Oregon.

ORPRN, as a research entity under the broader umbrella of OHSU, is committed to building and sustaining a diverse, equitable, inclusive and anti-racist organization. We do so by evaluating how we develop and support our workforce, our programmatic efforts, the partnerships we uphold and how we fulfill our mission throughout Oregon.

Project Purpose:

We are inviting proposals from consultants who specialize in organizational change and creating program practices to enhance health equity and anti-racism. Our organization is on a journey to improve our processes to fulfill our mission of improving health equity for all Oregonians through community engaged research, education and policy.

We are currently seeking a consultant to provide:

1. An **organizational assessment** of current policies and practices
2. **Recommendations** for how to center equity and anti-racism in our organizational and program policies and practices based on the organizational assessment
3. **Resources, tools, and/or best practices** to integrate equity and anti-racism into the ongoing operations and work of our organization, and
4. **Tools to measure our progress** toward improving health equity in Oregon over time and becoming an anti-racist organization.

Budget:

The budget for this project is $20,000. We're interested in developing relationships with consulting firms who can help us with future projects of varying scope. If you resonate with our mission, even if you don't plan to apply to this project, please reach out to us at goffna@ohsu.edu to help us get to know you.

Timeline:

We anticipate selecting a consultant for this work by April 8, 2024, and for work to be completed by September 30, 2024.

Scope of work:

Project Component	Activities/Deliverables
1. Organizational assessment	ORPRN will provide the consultant with a summary of past diversity, equity, inclusion, and anti-racism (DEIAR) efforts since 2020. Consultant will be expected to review prior efforts and conduct interviews with DEIAR team and a lead from each of the three programs (research, education, policy) comparing them to an organizational and programmatic equity lens or framework to identify strengths, gaps and areas of improvement. Deliverables: Short summary of past efforts
2. Recommendations	Based on review of past efforts, identify recommendations for centering equity in our operations and programs, with measurable annual checkpoints and tools to measure progress that we can use over the next 5 years Deliverables: Written recommendations for centering equity across ORPRN and in programs, to include goals and milestones to help us measure progress
3. Resources, tools, best practices	Provide tools/resources to support our staff in ongoing equity work, such as a checklist that ORPRN staff can complete internally when reviewing current projects as well as when developing project proposals for future work. This checklist will ensure staff center health equity and anti-racism throughout the project's lifespan and future impact Deliverables: Tools, resources, and best practices for ORPRN staff to use to center equity in operations and programs
4. Benchmarks and tools to measure our progress	Create measurable benchmarks to improve health equity and anti-racism practices that will help us improve health for Oregonians with interim steps. Deliverables: Benchmarks to measure progress against goals resulting from the recommendations in #2 above.

The ideal consultant:

- Is excited about ORPRNs mission and work
- Is responsive and a good communicator
- Has experience implementing change within organizations toward the goal of improving health equity and anti-racism practices in communities and the workplace
- Has experience creating customized tools for organizations to improve organizational and programmatic equity and anti-racism practices

- Has experience working in an academic environment and/or with research groups
- Has experience working with healthcare or public health organizations
- Understands cultural differences and needs between rural and urban communities
- Has ability to quickly grasp the impact of Oregon's history of racism on current health inequities in Oregon

Submission information:

Submission Timeline: Proposals must be submitted by April 1, 2024
Our goal is to identify the final candidate by April 7, 2024
Submissions may be sent via email to Nancy Goff, Director of Health Policy (goffna@ohsu.edu)

Email subject: ORPRN Health Equity Proposal – [your company name]
In body of email please include:

- Company name
- Company website
- Name of main point of contact
- Phone number
- Email
- Please attach the proposal as a PDF

Proposal should not exceed 5 pages (not including past project examples and budget) and include the following:

- Description of your organization that includes a general overview and commitment to equity and anti-racism
- Names and relevant experience of the proposed team
- Up to one-page narrative outlining the company's strengths and distinguishing skills or capabilities as they might relate to the qualifications and scope of work outlined above.
- Brief initial description of how you would approach the work described above.
- References or examples of past projects
- Budget & budget narrative
- Brief timeline for work
- Expectations for ORPRN, including hours needed for ORPRN staff engagement