The Giving Institute DEI RFP

Social justice includes a vision of society in which the distribution of resources is equitable, and all members are empowered and are physically and psychologically safe and secure.

The Giving Institute seeks to engage a consultant or firm to develop the framework to be incorporated into the organization’s three-year strategy for long-term sustainability. This will entail developing a framework for assessing culture, membership recruitment, current programs, and practices to identify strategic opportunities to ensure parity in the pursuit of our mission and goals.

Other opportunities will be developed as part of the framework, with an eye towards GI’s core programming to foster equitable and inclusive practices for GI and GIUSA Foundation.

The Giving Institute is a membership organization made up of for-profit companies that all work with nonprofits in some way. We have a sister organization, the Giving USA Foundation, that funds our charitable work, which takes the form of research for the sector. Each member firm has a seat on the board of directors, and a rotating slate of volunteers from these firms serves in leadership roles (officers and committee chairs). Both organizations rely on the assistance of MCI, an association management firm, to staff key functions, including our Executive Director and support staff in marketing, membership, and other areas. This is important because we know that our DEI strategy will also come to life through our relationship with this firm.

The proposed DEI Framework will focus on the following categories:

- DEI Framework Plan (Core focus on Membership and programs)
- Marketplace and Community Impact
- Leadership Commitment to an Equitable and Inclusive Culture
- Member Firms-Recruitment, Retention, and Hiring of Diverse Talent
- Supplier Diversity-GI Contractors, Member Firms and Client Guidelines

Budget Range for Engaging a Firm
Not to exceed $20K

Distribution of the RFP
Recommendations to be made by the Board and Committee –MCI will distribute the RFP to the screened firms.
Selection Process
The DEI Committee will review proposals and narrow them down to three firms. A final firm will be recommended to the Executive Committee to be retained.

Criteria for Selection
- DEI Experience
- Past experience with a membership organization
- Response/Approach to the RFP
- Uniqueness of approach

RFP Timeline
November 5, 2021 - Proposal Due date
November 15, 2021 - Interviews to be scheduled
November 16, 2021 - Notify firm to be engaged
December 1, 2021 - Consulting Firm Starts early interviews

Final Report
March 11, 2022