



Seattle Human Services

Equity • Support • Community



2024 Gender-Based Violence (GBV) Prevention Services Request for Proposal (RFP)

INFORMATION SESSION (VIRTUAL)

April 17, 2024

1:30 PM - 3:00 PM PDT

Presented By: RFP Coordinator, Michelle Smith, Sr. Planner
Human Services Department (HSD), Safe & Thriving Communities (STC) Division's
Mayor's Office on Domestic Violence & Sexual Assault (MODVSA)



Seattle
Human Services

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General Housekeeping Tips



Welcome to Webex



We are recording this session, and it will become public record. You may choose to be anonymous during this session.



Welcome!



Please stay muted and use the chat function to introduce yourself

All information shared in the chat box will be included in the notes for today's meeting.

Roll Call & Attendance



Name & Preferred Pronouns

Feel free to refrain from introductions if you do not wish to have this information be recorded or included in the meeting notes.



Agency (department)
& Role (title)



We have designated times throughout this session for questions and answers





Land & Labor Acknowledgement

We are currently occupying the unceded lands of many First Peoples; Coast Salish people, Muckleshoot, Suquamish, Stillaguamish, and Duwamish. We acknowledge and thank local First Nations for their centuries of land stewardship that long predates the arrival of European settlers. We honor those who are still struggling for recognition and reparations for historical acts of genocide and ongoing erasure. We remind you to be aware of the spaces you occupy locally, that these lands were stolen from First People in the name of white settler colonialism and that you seek ways to continue your education and give back to local Indigenous communities.

Duwamish Tribe's website: <http://www.duwamishtribe.org/>

We must acknowledge that much of what we know of this country today, including its culture, economic growth, and development throughout history and across time, has been made possible by the labor of enslaved Africans and their ascendants who suffered the horror of the transatlantic trafficking of their people, chattel slavery, and Jim Crow. We are indebted to their labor and their sacrifice, and we must acknowledge the tremors of that violence throughout the generations and the resulting impact that can still be felt and witnessed today." (Dr. Terah "TJ" Stewart)



Proprietary and Confidential Information

The State of Washington's Public Records Act (Release/Disclosure of Public Records) Under Washington State Law (reference RCW Chapter 42.56, the Public Records Act) states that all materials received or created by the City of Seattle are considered public records. These records include but are not limited to: RFP/Q narrative responses, budget worksheets, board rosters, other RFP/Q materials, including written/or electronic correspondence. In addition, HSD RFP/Q application materials are released to rating committee members and all rating committee members must sign and adhere to the [Confidentiality and Conflict of Interest Statement](#). Personal identifiable information entered on these materials are subject to the Washington Public Records Act and may be subject to disclosure to a third-party requestor.

- Examples of personal identifiable information (PII) include:
- First Name
- Last Name
- Date of Birth
- Social Security Number
- Financial Account Number
- Driver's License Number or other State Identification Number

HSD does not require social security numbers on application materials or reports. For doing business with the City or HSD, it is recommended to obtain a federal taxpayer identification (EIN) number.

***Please let us know if there is any reason why your identity needs to remain private for safety reasons.**



Session Agenda – Part I

- Introduction
- Timeline
- Background & Requirements
- HSD's Theory of Change
- Technical Assistance
- Questions?

Introduction (page 3)

- HSD's 2024 Gender-Based Violence Prevention Services RFP is an open and competitive funding process.
- Approximately \$487,560 is available through HSD's General Fund for this GBV Prevention Services RFP.
- Initial awards will be made for the period of January 1, 2025 - December 31, 2025



RFP Timeline

- Funding Opportunity Announcement April 1, 2024
- Virtual Information Session April 17, 2024
- Help Sessions April 8, 2024, to May 30,2024
- Last Day to Submit Questions May 13, 2024, by 12:00 p.m. PDT
- **Application Deadline** Friday, May 31, 2024, 12:00 p.m. PDT
- Review & Rating Process June 8, 2024, to July 12,2024
- Award announcement July 29, 2024
- Appeal Process August 12, 2024
- Contract Start Date January 1, 2025

Background & Program Requirements (page 5)

- Overview
- Service/Program Models
- Service Components
- Participant Eligibility
- Priority & Focus Populations
- Performance Commitments
- Key Staffing



Overview of Investment Area

The 2024 GBV Prevention Services RFP aligns with HSD's, STC division's goals and principles in eliminating racial disparities, promoting equity for all and supporting communities to thrive.



Gender-Based Violence (GBV) Definition

- GBV is a term that generally refers to any harmful threat or act directed at a group based on actual or perceived sex, gender identity, sex characteristics, or sexual orientation
- GBV encompasses Interpersonal Violence, Domestic Violence, Sexual Assault and Commercial Sexual Exploitation
- GBV is rooted in historical and on-going structural inequalities, the abuse of power, and harmful norms and practices
- GBV is compounded by the intersecting forms of discrimination and bias
- GBV has serious and long-lasting negative impacts on individuals, families, communities and society



GBV PREVENTION IN THIS RFP = PRIMARY PREVENTION

GBV primary prevention focuses on strategies that address the root cause of violence to prevent violence before it occurs



Addresses multiple risk factors for GBV (increases the likelihood of violence occurring) and/or protective factors (characteristic that reduces the likelihood of GBV occurring)



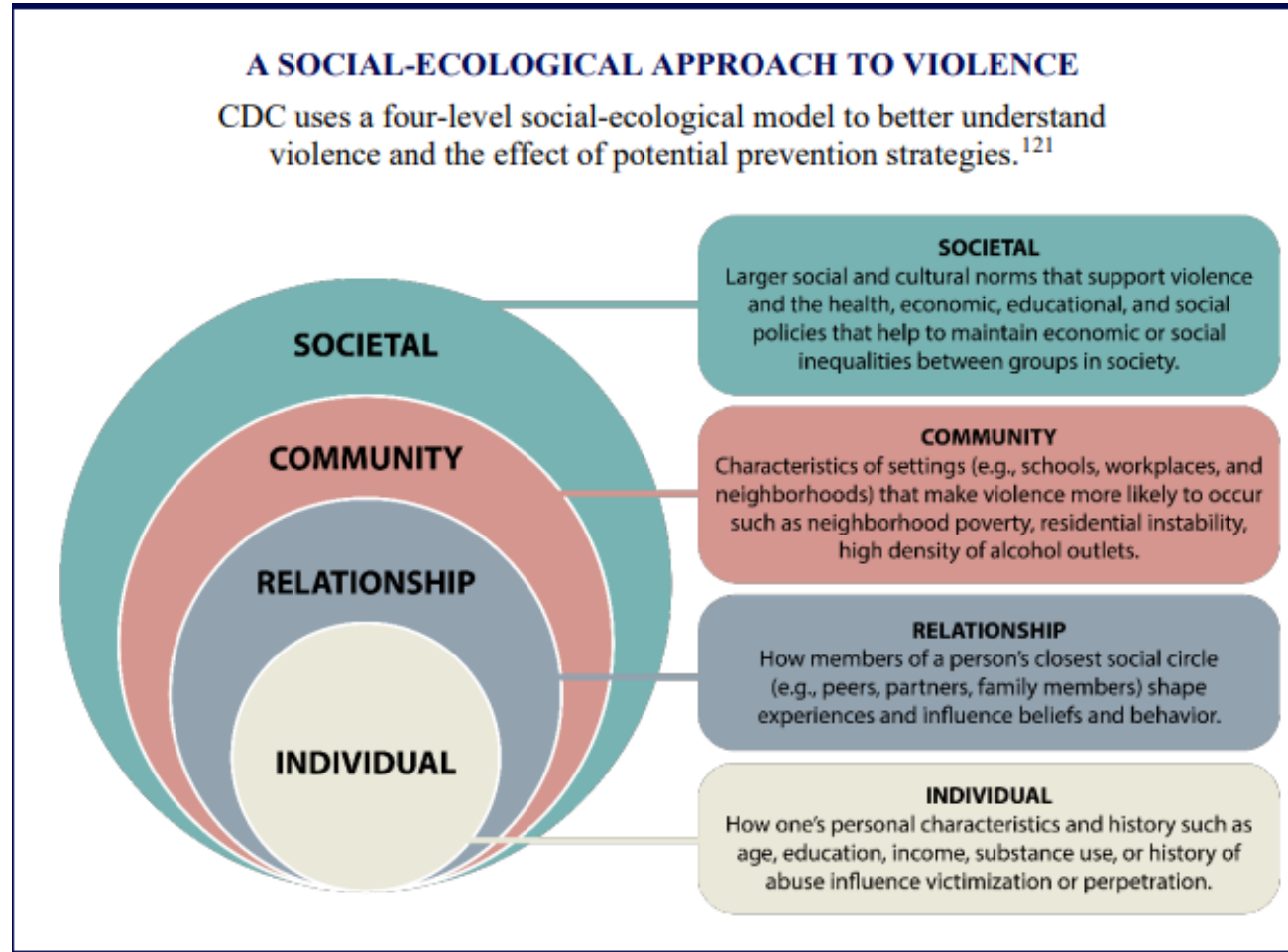
Fosters safe environments and resilient communities



Socio-Ecological Model & GBV Prevention

Risk Factors for GBV occur at all four levels of the socio-ecological model.

Therefore, prevention strategies should strengthen protective factors at the individual, relationship and/or community levels, and/or at the societal level whenever possible.



Service/Program Models (pages 6-7)

The purpose of this RFP is to address the root causes of GBV, shift social and cultural beliefs and norms, build skills, and promote healthy relationships to prevent GBV before it occurs. The two (2) service strategies included in this RFP are:

1) Educational Programming for Youth (Ages 10-18)

Education and training for youth on healthy relationship skills, using approaches that focus on behavior change.

2) Building Community Resilience (All Ages)

Community-led activities designed to address and change social norms and conditions in which gender-based violence happens and in a context that is relevant, effective, and meaningful to a community's needs.

***Applicants may apply to more than one strategy.**



Strategy #1 - Educational Programming for Youth (ages 10-18)

This strategy will invest in GBV primary prevention youth programs that are shown to increase safety and protection against future violence.

- **Competitive proposals will include age-appropriate educational programming that promotes healthy relationships skills building and increases positive support networks.**
- **Activities can be implemented in partnership with other entities such as schools, health care or social services, nonprofit organizations, faith-based organizations and community-based organizations**



Educational Programming for Youth (Page 6)

- Promote gender equity and positive gender norms (e.g. raising awareness about social norms, the nuances of power and control, harmful stereotypes)
- Build healthy relationship skills such as understanding consent and the necessity of boundaries
- Are accessible, culturally and linguistically, to the community being served
- Involve youth in planning and implementation
- Strengthen or increase protective factors that positively impact youth safety
- Impact individual, relationship, community and/or societal level change
- Develop a process to collect and track related to activities and use data to continually improve implementation of activities



Educational Programming for Youth

Suggested Activities



Peer Mentorship

Engagement of Adults in reinforcing positive relationship expectations

Inclusive, accessible recreational activities that promote protective factors that prevent GBV

Bystander Intervention

Strategy #2-Building Community Resilience (All Ages)

This strategy will invest in community-led activities designed to address and change social norms and conditions in which GBV happens and in a context that is relevant, effective, and meaningful to the community's needs. This strategy aims to address social and cultural norms that fuel gender-based violence, develop skills to address risk factors relevant to the community being served, and shift culture to create safer conditions for everyone in the community.

Competitive proposals will show comprehensive programming that tackles the underlying or root causes of gender-based violence in the community. Therefore, proposals will also address the forms of intersecting oppression and violence. Higher priority will be given to programs that are designed and led by the focus and priority populations.



Building Community Resiliency (Page 7)

- Community driven and led by focus and priority populations stated in this RFP
- Promote gender equity and positive gender norms that reduce gender-based violence
- Accessible, and culturally and linguistically relevant to the community being served
- Strengthen and/or increase protective factors and other conditions that positively impact community safety and well-being at an individual, relationship, community and/or societal level
- Develop processes to collect and track data related to activities and use data to continually improve implementation activities



Building Community Resiliency –Suggested Activities



Collective healing programs

Facilitation of intergenerational dialogues about GBV prevention and historical trauma

Inclusive, accessible recreational opportunities such as sports, the arts, defense-classes, or games that promote social connectivity, empowerment, resilience, and cooperation.

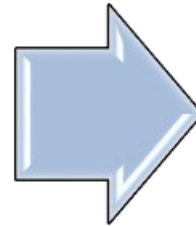
Ineligible Activities/Programming (pages 7-8)

- Mobile Flexible Advocacy
- Legal Advocacy
- Therapeutic Services
- Survivor Hotlines
- Offender Accountability
- Batterer Intervention Treatment
- One time or limited exposure activities, information, or messaging. (e.g., delivering a domestic violence/sexual assault awareness presentation at school assemblies)

Participant Eligibility (page 8)

Participants may be of any gender, sexual orientation, age, race/ethnicity, and may be domestic or foreign nationals, and live, learn, work and take part in the community in Seattle.

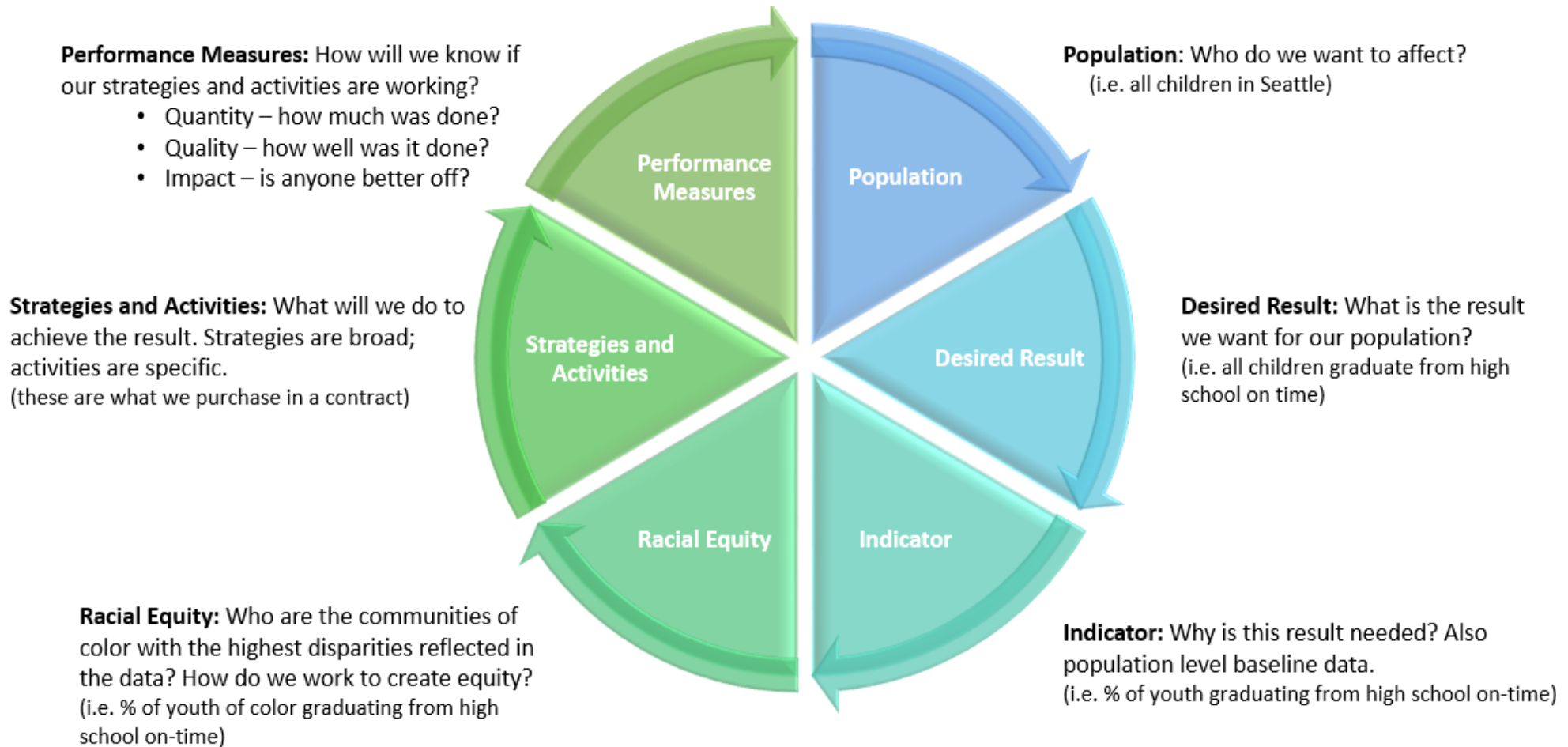
Services must be provided in the City of Seattle, prioritizing those serving in neighborhoods with highest equity disparities as shown in the



City of Seattle Racial and Social Equity Index

HSD Theory of Change

Uses Results-Based Accountability and leads with race



2024 GBV Prevention Services RFP Theory of Change

	Theory of Change Term	Definition & Action
Population Accountability	Population	All people who live, learn, work, and take part in the community in Seattle.
	Priority Population	Individuals most at risk for Gender-Based Violence in Seattle. Women, LGBTQIA+, People living with disabilities, Immigrants/Refugees, Limited English speakers, Youth/Young Adults.
	Focus Population	Black/African Americans, American Indian/Alaskan Native, Asian Americans/Pacific Islanders (AAPI), Latinx/Hispanic
	Desired Result	All people in Seattle are free from Gender-Based Violence.
	Indicator(s)	% Seattle households at or below Federal Poverty Level % Seattle adolescents with an adult they can talk with
Racial Equity Population Accountability	Racial Disparity Indicator Data	% of Seattle households at or below Federal Poverty Level, by race¹: <ul style="list-style-type: none"> • 22% American Indian/Alaska Native • 13% Asian • 24% Black/African American/ African Descent • 15% Hispanic/Latinx • 10% Native Hawaiian/Pacific Islander • 11% Two or More Races • 7% White, Non-Hispanic % Seattle adolescents with an adult they can talk with, by race² <ul style="list-style-type: none"> • 76% American Indian/Alaska Native • 65% Asian • 65% Black/African American/ African Descent • 56% Hispanic/Latinx • 65% Native Hawaiian/Pacific Islander • 72% Two or More Races • 86% White, Non-Hispanic
	Population-Level Racial Equity Goal(s)	Seattle’s Black/African American, American Indian/Alaskan Native, Asian American/Pacific Islander (AAPI), and Latinx/Hispanic households do not experience poverty.
		Seattle’s Black/African American, American Indian/Alaskan Native, Asian American/Pacific Islander (AAPI), and Latinx/Hispanic adolescents have an adult they can talk with.



Population Priority & Focus (page 8)

Priority Populations

- LGBTQIA+
- Youth and Young Adults
- Women
- Homeless / unhoused individuals
- People living with disabilities
- Immigrants and refugees
- People who are low-income
- Limited English speakers

Focus Populations

- Black/African American/African Descent
- American Indian/Alaskan Native
- Native Hawaiian/Pacific Islander
- Hispanic/Latinx
- Asian/Asian American



Performance Measures- Educational Programming for Youth (page 9)

Quantity:

- # of youth participating in GBV prevention programs
- # of youth assessed/surveyed
- # of GBV prevention activities conducted

Quality:

- % of youth who complete a GBV prevention activity
- % of youth state they are satisfied with the GBV prevention activity

Impact:

- % of youth that report having two action items to prevent GBV



Performance Measures-Building Community Resiliency (page 9)

Quantity:

- # of individuals participated in GBV prevention programs
- # of individuals at risk for GBV assessed/surveyed
- # of GBV prevention activities conducted

Quality:

- % of individuals who completed GBV prevention programs
- % of individuals state they are satisfied with the GBV prevention program

Impact:

- % of individuals who report an increased feeling of belonging and connection to community
- % of individuals who demonstrated an increase in GBV protective factors



Key Staffing Requirements (page 9)



Culturally and linguistically competent staff to effectively conduct the strategies outlined and activities proposed.



Training for the specific at-risk population(s) being served in proposed program strategies. Be familiar with the dynamics of domestic violence, sexual assault and commercial sexual exploitation.



Staff should reflect the communities and populations served.



Technical Assistance (TA) for RFP Applicants



MODVSA is offering technical assistance (TA) to support community-based organizations applying for funds through this Request for Proposal (RFP).

This support reflects our commitment to partnering with organizations that are grounded in the communities they serve and able to provide high quality, impactful services to our focus populations. MODVSA is partnering with Shannon Perez-Darby, a founding member of [Accountable Communities](#).

TA Information

Help sessions are not meant to assist with writing applications for agencies. TA consultant can help you:

- Answer questions about the proposal process and offer support
- Review drafts proposals, complex forms and budget spreadsheets
- Clarify needed documents to submit
- Review online application system



How can I partner with the TA consultant?

You have several opportunities to connect with our partnering consultant.

[Click here to schedule a meeting with Shannon via Calendly](#)

There is limited time availability; appointments are on a “first come first served” basis

Shannon Perez-Darby

Email: shannon@accountablecommunities.com





End Part I



Official Q&A

- Contact Michelle Smith, Michelle.Smith2@Seattle.gov with questions prior to May 13, 2024, by 12:00 p.m. (PDT)
- Questions & Answers will be posted on the HSD RFP Funding website - [2024 GBV Prevention Services RFP](#)
- Only written, published answers on the HSD Funding opportunities website are official



Session Agenda - Part II

- Submission Instructions
- Review and Rating Process
- Tips
- Appeal Process
- Q & A

Submission Information Instructions (page 15)

Application packets are due by 12:00 p.m. (PDT) Friday, May 31, 2024. Applications must be complete and on time.

Proposals must be submitted through the HSD Online Submission System or via email. No hand delivered, faxed, or mailed proposals will be accepted. Allow ample time for uploading and confirmation receipt.

1. Via HSD Online Submission System (<http://web6.seattle.gov/hsd/rfi/index.aspx>)

HSD advises uploading proposal documents several hours prior to the deadline in case you encounter an issue with your internet connectivity. HSD is not responsible for ensuring that applications are received by the deadline. If you encounter issues with the online submission system, please email Sola Plumacher at sola.plumacher@seattle.gov.

2. Via Email (HSD_RFP_RFQ_Email_Submissions@seattle.gov)

Email attachments are limited to 30 MB. The subject heading must be titled: **2024 Gender-Based Violence Prevention Services RFP**. Any risks associated with submitting a proposal by email are borne by the applicant. Applicants will receive an email acknowledging receipt of their application.



HSD Online Submission System (pg. 15)

- The system is NOT an online Application – no saving
- You may upload files up to a maximum of 100 MB
- Acceptable file types include: .pdf .doc .docx .rtf .xls .xlsx
- There are required fields to be completed. ***Ensure you allow sufficient time to complete the steps in order to submit your application by the deadline.***
- The system automatically sends a confirmation to all e-mail addresses you enter



Complete Applications (page 15)

Late applications will not be accepted. **HSD is not responsible for ensuring that applications are received by the deadline.**

Applications must include:

A completed and signed Application Cover Sheet (Attachment 2)

- Completed Narrative Response (10-page limit)
- Proposed Program Budget (Attachment 3) in excel
- Proposed Personnel Detail Budget (Attachment 4) in excel
- If proposing new services, a start-up timeline
- Signed Partnership letters (if needed)



Fiscal Documents (page 16)

- If funding is awarded, agencies for which we have current financial and insurance documents will not be required to resubmit fiscal documents
- Agencies for which we have incomplete or no financial and/or insurance documents will be notified by the Coordinator and required to submit ALL requested documents within 4 business days from the date of written request
- Financial and Insurance documentation that may be requested are listed in the Completed Application Requirements part of the Application



Fiscal Sponsors (if applicable)

- Applicants that have a fiscal sponsor, must ensure their fiscal sponsor can meet all criteria as listed in the HSD Fiscal Sponsor Requirements document.
- Fiscal Sponsors are required to comply with all HSD contracting requirements and the General Terms and Conditions.
- Fiscal sponsors are required to submit financial documents to HSD as outlined in the application and/or at the request of the RFP coordinator.



Rating & Scoring Summary (pages 12-14)

Agency Specific Core Narrative Questions <i>(complete once)</i>	Core Application Questions	Maximum Points
	A: Organization and Partnerships	32
	B: Fiscal & Data Management	18
	Core Application Subtotal	50
Strategy Specific Narrative Questions <i>(complete per each strategy)</i>	Strategy: Education Programming for Youth	Maximum Points
	C: Programming and Staffing	50
	Strategy Subtotal:	50
	Strategy: Building Community Resiliency	Maximum Points
	D: Programming and Staffing	50
	Strategy Subtotal:	50



Rating & Scoring Summary (pages 12-14)

Core Application Questions	50
Strategy: Education Programming for Youth	50
TOTAL	100

Core Application Questions	50
Strategy: Building Community Resiliency	50
TOTAL	100



Review and Rating Summary

- Applications submitted
- Rating committee reviews written applications
- Rating Committee makes funding recommendations
- Fiscal review
- Final recommendations to HSD Director
- Agency and public announcement



Tips

- Refer to the application submission checklist (page 15)
- Follow the required format defined in the Guidelines
- Do not exceed the 10- page narrative response limit
- Be specific, detailed, yet concise
- Submit an accurate budget; double check your numbers
- Utilize the Application Checklist (page 17)
- Review the Online Submission Assistance Page Several Times
- <http://web6.seattle.gov/hsd/rfi/help.aspx>



Appeal Process

Applicants have the right to protest or appeal certain decisions in the award process

Grounds for Appeals:

- Violation of policies outlined in the Funding Process Manual
- Violation of policies or failure to adhere to guidelines or published criteria and/or procedures established in the funding opportunity

Appeals Deadlines:

- Appeals must be received within four (4) business days from the date of written application status (award/denial)
- A written decision by the HSD Director will be made within four (4) business days of the receipt of the appeal. The HSD Director's decision is final.

No contracts resulting from the solicitation will be executed until the appeal process has closed. An appeal may not prevent HSD from issuing an interim contract for services to meet important client needs.



Questions?

- Questions & Answers are posted on RFP website
- Only written, published answers on the HSD Funding opportunities website are official - [2024 GBV Prevention Services RFP](#)
- Contact Michelle Smith, RFP Coordinator, at Michelle.Smith2@Seattle.gov with questions prior to May 13, 2024
- Any issues and/or questions about the online submission system, contact Sola Plumacher, Funding Policy and Process Advisor, at (206) 247-1645 or Sola.Plumacher@seattle.gov



***We appreciate all
your efforts to
create safer,
healthier, more
just, society where
all people can
thrive.***



Thanks, Everyone!



References

[Why is it important to bring a racial justice framework to our efforts to end domestic violence?](#)

[Intersectionality-A-Tool-for-Gender-and-Economic-Justice- – Center for Relationship Abuse Awareness & Action](#)

[Reflections: To End Violence Against Women, We Must Confront White Supremacy](#)

[The Social-Ecological Model: A Framework for Prevention](#)

[Transformation is Possible: Community Care for People Who Are Abusive](#)

[NCADV Statistics](#)

[Sexual Violence and the Spectrum of Prevention: Towards a Community Solution](#)

[WCSAP The Bystander Approach](#)

[WCSAP Prevention](#)

[Community Toolbox: Choosing Promising Practices and Community Interventions](#)

[Working with Men to Prevent Gender-Based Violence](#)

[Applying an Intersectional Lens](#)

[Prevent Connect](#)

[National Resource Center on Domestic Violence](#)

[National-Plan-to-End-GBV.pdf \(whitehouse.gov\)](#)

