



**RFP for Research Consultant: Addressing Secondary Trauma  
August 8, 2019**

**Proposed Consultancy**

Grantmakers Concerned with Immigrants and Refugees (GCIR) seeks to engage a research consultant or team of consultants to identify models and promising practices for supporting staff of community-based organizations who experience secondary trauma as a result of their work with immigrants, refugees, asylum seekers, and other marginalized populations. These staff members may include but are not limited to counselors, social workers, advocates, legal services providers, organizers, and medical and social service providers. Based on an analysis from literature review, interviews, and focus groups, this project will capture key findings in a final report, including trauma-related challenges facing professionals working with immigrants, refugees, and other populations under attack; an inventory of models and promising practices, including their benefits and limitations, to support self-care, transformational healing, and addressing vicarious trauma; and recommendations for philanthropic support of models and promising practices. We believe it is critical that addressing secondary trauma be done within a racial equity and justice context, and will prioritize an experienced and culturally competent consultant.

**About GCIR**

Founded in 1990, GCIR works with more than 130 member foundations and the broader philanthropic community to inform, connect, and catalyze funders to address pressing issues facing newcomers and the communities in which they live and work. GCIR's thought leadership and expertise position philanthropy to adapt to demographic trends, respond to policy developments, engage with cross-sector partners, and support timely and innovative efforts to advance equity, inclusion, and justice for immigrants, refugees, and asylum seekers. With offices in the Bay Area, as well as remote staff in Washington, D.C., GCIR works with grantmakers across the country in both traditional immigrant destinations and newer gateways.

**Research Goals**

The overall goal of this project is to provide funders with a better understanding of the models and promising practices that exist to address secondary trauma and to maximize philanthropic investments in this area.

**Contract Deliverables**

**1. Undertake Research to Understand Needs and Possible Responses**

- Conduct literature review of models, programs, and activities that support nonprofit professionals who experience secondary trauma in their work.
- Identify and interview 15-20 informants of varying organizational backgrounds who have expertise in addressing secondary trauma.
- Organize up to 4 focus groups of staff from various types of immigrant-serving service organizations, drawing from regions across the country. Participants will identify both

commonalities and differences in the types of trauma experienced by providers like them and diverse models for support.

## **2. Prepare, Publish, and Disseminate a Final Report**

- Share initial findings with GCIR staff, the project advisory group, interviewees, and focus-group participants for their comments and suggestions.
- Capture key findings in a final report (and slide deck), including trauma-related challenges facing professionals working with immigrants, refugees, and other populations under attack; an inventory of current models and promising practices, including their benefits and limitations, to address secondary trauma, and support self-care and transformational healing vicarious trauma; and recommendations for philanthropic support of models and promising practices.

### **Application Process**

Interested consultants should submit their proposed scope of services, total hours, and timeline; CV and cover letter including overview of relevant previous research experience and knowledge of the issue area; list of 2-3 client references; brief writing sample (no more than 3 pages); and a proposed budget.

For questions and/or further information on this consultancy project, please contact Kevin Douglas, Director of National Programs, at [kevin@gcir.org](mailto:kevin@gcir.org).

Please submit proposals to [kevin@gcir.org](mailto:kevin@gcir.org) no later than Aug 28th at 5:00pm PT.

### **Proposed Timeline and Hours:**

Release RFP: August 8<sup>th</sup>

RFP due to GCIR: August 28<sup>th</sup>

Contract Award: September 9<sup>th</sup>

Field Work and Analysis: Sept- Dec

Draft Report: Jan 15<sup>th</sup>

Final Report: February 12<sup>th</sup>

**Relevant travel and meeting costs will be supported.**