



## **Antelope Valley Birth Worker Infrastructure Scope of Work**

*January 26, 2022*

### **1. Project Description**

**The Los Angeles County African American Infant and Maternal Mortality (AAIMM) Initiative** is a coalition of the Los Angeles County Health Agency (Departments of Public Health, Health Services, and Mental Health), First 5 LA, LA Partnership for Early Childhood Investment, community organizations, social, mental and health care providers, funders, and community members. We are united in one purpose: to address the unacceptably high rates of Black infant and maternal deaths in Los Angeles County and ensure healthy and joyous births for Black families. Through a series of comprehensive coordinated strategies, we aim to reduce the County's gap in Black/White infant mortality rates by at least 30% by 2023.

As AAIMM seeks to identify and eliminate challenges and barriers to healthy pregnancies and births for Black families, we have prioritized expanding and supporting the Black birth workforce in Antelope Valley (AV) through recruitment and retention with trainings, career development/pathways, employment opportunities, collaborative opportunities, and increased community engagement and networking.

### **2. Project Objectives**

By the end of this project the AAIMM Birth worker Consultant/Agency will have assisted the AAIMM Initiative to create a vision and roadmap of the AV Birth worker landscape and recommendations on how to grow, operationalize and optimize this important workforce.

### **3. Project Timeline**

- February 2022 - December 2022

## 4. Project Activities and Deliverables

### Mapping: March - July 2022

- Connect with AV providers such as Kaiser, Health Net, United Health Care, etc. to learn of the African American/Black maternal and infant health needs in Antelope Valley, which includes identifying the health, social service, and workforce needs to improve pregnancy and birth outcomes by increasing access to African American/Black birth workers.
  - Work with DPH, AV African American Infant and Maternal Mortality Community Action Team (AAIMM CAT) leadership and workgroup leads for existing relationships, referrals, and informative opportunities.
  - Develop a list of strengths and challenges of being a birth worker in the Antelope Valley (AV).
- Identify all Black Birth workers in the Antelope Valley. This includes OB/GYN's, midwives and midwifery students, nurse practitioners, doulas, IBCLC, lactation educators, as well as any other perinatal health workers.
- Identify the challenges and strengths of living and working as birth workers in the Antelope Valley.
- Explore opportunities to grow capacity and strengthen the pipeline of Black birth workers in the AV by understanding the needs of the workforce and identifying resources needed to build and support existing birth workers' capacity and retain them in the Antelope Valley, including existing and/or necessary partners
- Identify additional barriers to recruitment and retention (i.e. policy barriers, hospital rules/access, outreach and engagement, fiscal constraints, etc.)
- Identify trainers and training costs.
- Identify community health workers who wish to become doulas and/or midwives as well as doulas who wish to become midwives and the costs associated with certification and/or training.
- Create an outline and recommended training plan (target group, scope and sequence, related costs, and implementation timeline).

### Deliverables:

- Create and submit landscape assessment to the AV Infrastructure Birth worker workgroup leads that include a summary of findings based on data collection efforts and actionable recommendations/next steps to support findings.

### Findings & Key Recommendations: May - July 2022

- Conduct needs assessment through one-on-ones, focus groups, meetings, etc. on the strengths, positive benefits, and challenges of living and working as birth workers in the Antelope Valley.
- Create a training wish list based on the training needs expressed by AV birth workers and interviewees.

- Facilitate a meeting with workgroup members to review findings and necessary steps to address barriers.
- Identify community health workers, doulas who have an interest and/or plan to become midwives.

Deliverables:

- Summary report highlighting strengths and needs; recommendations for steps to address that include resources and costs.
- Training wish list
- Create a directory of birth workers in Antelope Valley.

Develop Training schedule: April – November 2022

- Identify trainers and training costs

Deliverables:

- Develop a Training plan that includes topics, content, and potential trainers.
- Consultant will report to AV Birth worker Infrastructure workgroup

## **5. Reporting and Work Relationships**

- The consultant/agency will report to the AV Birth worker infrastructure workgroup which should include representation from DPH, the LA Partnership for Early Childhood Investment, AV AAIMM CAT, and AAIMM CAT Director.
- The consultant/agency will attend a monthly workgroup meeting and other AV AAIMM related meetings as needed (i.e. CAT meetings, steering committee meetings, workgroup meetings, etc.)
- The consultant/agency will submit monthly reports on activities and findings with bi-monthly check-ins via email or e-meeting.

## **6. Qualifications and Evaluation Criteria**

We are seeking a consultant that is a self-starter, highly facilitative, and has a clear understanding of public/community health (with a focus on perinatal health) within government and community (i.e. grassroots organizing, local/state/federal, etc.). The consultant should also have a background in racial equity-related work for Black communities, including knowledge of and experience with reproductive health justice and/or birth justice advocacy is also preferred. Additionally, it is highly desirable that the consultant has:

- Experience working with or for community-based organizations (CBOs) and/or as a liaison between public agencies and CBOs to advance perinatal/reproductive health, health equity work, etc. (i.e., grassroots organizing, local/state/federal, etc.).
- Experience conducting community organizing and/or community building to address health inequities in Black communities.

- Knowledge of and experience with the Los Angeles County and Service Planning Area/regional landscape.
- Knowledge of and experience using a racial equity framework to advance reproductive justice and/or birth justice advocacy.
- Lived and/or work experience with Black infant and maternal health.

In awarding this contract for consulting services, we will evaluate proposals based on the following criteria:

- Completeness of proposal.
- Ability to meet activities outlined in the scope of work.
- Experience with project management and facilitation of collaborative community coalitions/multi-stakeholders projects.
- Experience creating and establishing effective systems.
- Specific plan, methodology, and approach to the project.
- Project cost.

### Consultant Selection

We are seeking a consultant that is a self-starter, highly facilitative, and has a clear understanding of public/community health (with a focus on perinatal health) within government and community (i.e. grassroots organizing, local/state/federal, etc.). The consultant should also have a background in racial equity-related work for Black communities, including knowledge of and experience with reproductive health justice and/or birth justice advocacy is also preferred.

### 7. Timeline

RFP Release	Thursday, January 27, 2022
Deadline to submit proposal to Kaci Patterson, LA Partnership for Early Childhood Investment (kaci@investinkidsls.org)	Friday, February 11, 2022, by 5:00 p.m. PST
Applicants are notified about application status	Week of February 14, 2022
Interviews	February 21-24 , 2022
Notification of Selection	End of February
Project Begins	March 2022

## 8. Proposal Submission Instructions

Please provide a complete written response to this RFP which is double-spaced and does not exceed 10 single-sided pages (not including resumes). Proposals must include the following:

### A. Cover Letter (not to exceed 1 page)

Please include a cover letter summarizing your interest and qualifications for this project. We understand that the scope of work requested may be conducted by a single consultant, a consultant group, or by a partnership of consultants. The proposal should provide the name, title, address, telephone number, and email address of each person engaged in the project. If a consultant group or partnership of consultants, the proposal should indicate who will serve as the “point” person.

### B. Qualifications, Experience, and Approach (not to exceed to 2 pages)

The proposal must describe the applicant’s qualifications to conduct the RFP scope of work activities, including his/her/their expertise, knowledge, and experience. Please respond to the Experience should include examples of conducting similar or related work.

Please provide a response, including specific examples, describing:

- What your general approach to this project will be, including methodology, perspective, or philosophy that will guide your work with organizations in this undertaking.
- Experience working with collaborative community coalitions/multi-stakeholder projects and how you will facilitate the activities described in the scope of work.
- Experience facilitating the development of a strategic plan and/or charter.
- Experience developing effective systems for large-scale projects or working with coalitions/multi-stakeholder groups.

### C. Previous Work Product(s) (not to exceed 5 pages)

The proposal should include at least one example of written work similar to the scope of work requested within this RFP.

### D. Budget (not to exceed 1 page)

Submit a fee proposal for the Scope of Work that outlines the number of hours and fees associated with each task (and subtask), including a list of hourly rates for all team members. The amount budgeted for this project is \$50,000.

### E. Resume(s) (not to exceed 2 pages per resume)

Please include the resume for each individual that will be participating in the project.

#### F. References

Include at least three references of individuals who can speak to their experience with the vendor in conducting projects of similar scope. Information regarding each reference should include the individual's name, address, telephone number, and email address.

### **9. Proposal Submission**

All submissions should be emailed to Kaci Patterson, Senior Director, LA Partnership for Early Childhood Investment ([kaci@investinkidsla.org](mailto:kaci@investinkidsla.org)) with the subject line: "AV Birthworker Proposal Submission" by Friday, February 11, 2022, at 5:00 p.m. PST.

### **10. Contracting**

The final contract will be executed by the California Community Foundation, fiscal sponsor to the LA Partnership for Early Childhood Investment. Consultant will be required to submit documented proof of independent contractor status prior to entering into a contract, whether classified as an Individual/Sole Proprietor, LLC, or Corporation.