



New York City Anti-Violence Project
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Request for Proposals

New York City Anti-Violence Project Strategic Planning Consultant

September 2020 - February 2021

The New York City Anti-Violence Project (AVP) seeks an experienced consultant to co-design and facilitate a participatory process for the development of the organization's next three-year strategic plan, and to roll out the new plan to our community of clients, community members, funders, partner organizations and other stakeholders.

About AVP

AVP empowers lesbian, gay, bisexual, transgender, queer and HIV-affected communities and allies to end all forms of violence through organizing and education, and supports survivors through counseling and advocacy. AVP envisions a world in which all lesbian, gay, bisexual, transgender, queer and HIV-affected people are safe, respected and live free from violence.

AVP was founded in 1980 by community activists in response to a series of brutal attacks against gay men in Chelsea, New York. Today, AVP provides free and confidential assistance to thousands of LGBTQ and HIV-affected people across New York City each year through our 24-hour bilingual hotline, counseling, support groups, legal representation and individual advocacy. In addition, AVP helps survivors of violence and allies become advocates for safety through participation in community education and outreach, development of organizing campaigns, and the creation and support of city, state and national coalitions to address LGBTQ and HIV-affected violence. AVP coordinates the National Coalition of Anti-Violence Programs (NCAVP), a coalition of nearly 50 organizations that works to prevent, respond to, and end all forms of violence against and within LGBTQ communities. Through the coalition, AVP publishes reports on national trends of violence in LGBTQ communities.

This is a critical time for AVP to develop a visionary strategic plan.

- Violence is a critical issue in our country, and especially for LGBTQ people and people living with HIV. AVP is already a leading expert, and we seek to build on that expertise, to employ new strategies around violence prevention, and to gain increased visibility and support for our work. Over the last several years we have seen alarming trends of violence specifically impacting transgender and gender non-conforming (TGNC) people, especially Black trans women. AVP is responding to this crisis by imagining how to proactively address the root causes of violence through organizing, policy change, leadership development, and cultural change.
- Currently, the atmosphere of growing hate and violence inflamed during the 2016 presidential campaign and continued during the Trump administration has led to increased risks to the safety and security of our community and others. The COVID-19 pandemic has further exposed the increased violence and discrimination LGBTQ people face and the recent uprising against police violence have brought increased attention to police violence and other forms of state violence. Despite the real challenges, this moment has created new opportunities for collaboration and

advocacy, organizing and education. This is a time where we hope to build and strengthen relationships and partnerships across communities.

- AVP is celebrating its 40th anniversary in 2020. Many of the organization's plans for this anniversary year have been postponed due to the pandemic, however, we hope to mark this historical moment and ensure we are better positioned as a thought leader and change agent.

Planning Needs

We hope to develop a strategic plan that inspires our community and stakeholders and outlines how AVP will leverage this current political moment to build and lead an LGBTQ anti-violence movement and create deep and lasting change toward preventing violence in the LGBTQ and HIV-affected communities.

We are looking for consultants ready to hit the ground running. The expected duration of the project is approximately six to eight months beginning in September 2020.

The consultant will work primarily with our Executive Director and Ad Hoc Strategic Planning Committee, while ensuring our process engages all staff and board as well as board committees, NCAVP Governance body, community members and other key stakeholders. The consultant will be expected to conduct research to help inform our plan, and will plan and facilitate committee meetings and drive the overall process. Once the strategic plan is developed the consultant will help develop a process to share the new plan with our community.

You can review the Goals and Strategies from AVP's current Strategic Plan [here](#).

How to Apply

Consultants interested in working with AVP on this project should submit a brief proposal (2-5 pages) describing their qualifications, relevant experience and approach to strategic planning, a proposed timeline for this project, and a proposed budget to <https://bit.ly/avp-rfp> by **Friday, August 14, 2020**.

Proposals should discuss the consultant's familiarity and/or experience working with people who are LGBTQ, people living with HIV, low income people, people of color, survivors of violence as well as the proposer's experience and familiarity with issues relevant to those populations.

AVP is committed to hiring individuals of diverse races, ethnicities, religions, genders, gender identities or expressions, ages, sexes, sexual orientations, national origins, disabilities, and citizen, marital and HIV statuses.