



Request for Proposal Diversity, Equity, Inclusion, and Justice

What we are seeking

SkyTruth is seeking a consultant to work closely with our Operations team. The consultant will conduct a comprehensive assessment of our organizational policies and procedures, formulate an organizational Diversity, Equity, Inclusion, and Justice (DEIJ) plan, and work with our team to implement the plan. Our objective is to develop strategies that enable us to enhance our cultural competence and our organization's successful adoption of inclusivity and equity principles.

We are seeking someone to help guide us in the following journey:

1. Enhance our strategies for recruiting and retaining a diverse team and board members, ensuring our organization reflects a rich diversity of perspectives and experiences;
2. Identify areas of growth that our organization must prioritize to authentically embody DEIJ values;
3. Provide training that deepens our staff's understanding of DEIJ principles and develops our ability to compassionately engage with each other and with diverse communities in our conservation efforts.

Organizational Overview

SkyTruth believes that if you can see something, you can change it. We have developed machine learning models that process thousands of satellite images each day and can detect oil pollution from ships at sea, oil and gas drilling in ecologically and culturally important areas, mining that harms Indigenous people and biodiversity in the Amazon rainforest, and more. We make this data usable and accessible and give it away for free to advance the work of conservation organizations, journalists, and community members. Established in 2001, SkyTruth is experiencing a period of rapid growth and expects this trend to continue for several years.

We now have 15 full-time employees and 4 highly integrated contractors, with plans to add several more full-time staff members this year. In addition to our core team, we have a robust paid internship program. While about a third of our staff are based near our headquarters in Shepherdstown, WV, the remaining staff, contractors, and interns are spread across the United States, and we consider ourselves a fully remote organization. Ensuring our remote culture is inclusive, welcoming, and fosters a sense of belonging for all staff is a top priority for our organization.

In our 2023 - 2027 Strategic Plan, we identified three organizational goals:

1. Advance SkyTruth's Conservation Technology Program: build datasets and tools that enhance scientific and technical capacity within the environmental movement to help achieve the Sustainable Development Goals and protect 30% of Earth's lands and waters by 2030.
2. Tell the SkyTruth Story: raise awareness about SkyTruth—who and what SkyTruth is, and how we make a difference—so that more people are working with us and using our products and tools to effect positive environmental change.
3. Build a Sustainable and Thriving Organization: nurture SkyTruth's culture of supporting our people and embracing trust, generosity, innovation, and creativity; build a stable financial foundation; and grow a welcoming, talented, and diverse staff and Board. Foci of this strategy include governance, leadership, culture, strategic partnerships, operational excellence, and diversity of funding.

Organizational DEIJ Overview

The staff and leadership of SkyTruth believe that diversity and inclusion among our teammates are critical to our success as an organization. To create a work environment where everyone succeeds and thrives in their role, feels supported, and has opportunities to grow, SkyTruth has taken several steps:

- We have a paid, inclusive internship program that has attracted a diverse group of students.
- We have worked toward a hiring process that is fair and equitable, offering accommodations and key questions in advance.
- We develop staff benefits and HR policies that reflect fairness, equity, and recognition of each staff member as a whole person.
- In October 2023 we utilized Culture Amp to administer an engagement and inclusion survey, with a 93% response rate. We have integrated results from that survey into our organizational goals and will complete a full survey of this nature every fall, with pulse surveys in the spring.
- In program development, SkyTruth always includes a discussion of affected communities and employs an environmental justice framework to shape and inform our work.
- In March 2020, staff participated in a one-day DEIJ workshop that was envisioned as a first step in a process that was then derailed by the pandemic.

Consultant Objectives and Deliverables

The consultant will work with SkyTruth's Operations team to accomplish the following:

1. Conduct a review of our organizational policies, processes, and culture through a DEIJ lens;
2. Develop a comprehensive DEIJ plan that outlines strategic goals and actionable steps to integrate DEIJ principles into our organization's values and operating procedures;
3. Provide facilitated sessions for staff members to guide us in incorporating the plan into our work;
4. Other key deliverables co-created together. As we navigate this journey, we recognize that our needs may evolve, and we are seeking a partner to guide us with flexibility and expertise.

Submission Details

Proposals should include details about the consultant's experience in the following areas:

1. Facilitating sessions with small teams of about 20 people;
2. Critically analyzing organizational culture and translating insights into actionable implementation strategies and DEIJ plans;
3. Working with environmental organizations to integrate DEIJ principles across their projects and programs to drive systemic change.

Please submit your proposal to deij@skytruth.org no later than May 10, 2024 and include:

1. Consultant's resume, relevant credentials and experience, and contact information
2. Proposed scope of work and deliverables
3. Preliminary budget estimate and a proposed timeline for execution of the proposal
4. At least one example of a previous client's organizational roadmap that you created (redacted for confidentiality)