



RISE Partnership Request for Proposals

DATE ISSUED: July 10th, 2026
SUBMIT QUESTIONS BY: July 20th, 2026 12:00 PM Pacific Time
DEADLINE FOR RESPONSES: July 31st, 2026 05:00 PM Pacific Time
CONTACT: Greg Wilde, Contracts and Compliance Manager
SUBMIT PROPOSALS TO: greg.wilde@risepartnership.com

ABOUT RISE PARTNERSHIP

RISE Partnership (RISE) is a mission-driven organization dedicated to supporting caregivers and public service employees by developing unique, effective, and equitable workplace solutions.

RISE Partnership is issuing this RFP on behalf of Uplift Oregon (Uplift), a unit of RISE Partnership.

Uplift provides quality training and education in benefits, wellness and equity to Oregon's public employees, helping them make the most of their public service and foster a work culture that is inspiring, friendly and supportive.

RISE and Uplift are committed to advancing equity, supporting workforce development, and improving outcomes for both workers and the communities they serve.

SUMMARY

RISE is seeking a facilitation partner to support a series of employee Listening Sessions with State of Oregon employees, as part of our Uplift Oregon programming. These sessions are intended to create a respectful and accessible space for employees to share their experiences, perspectives, and feedback related to Uplift's benefits education and navigation.

The selected partner will work collaboratively with Uplift staff to help plan and facilitate the sessions, support inclusive participation, and synthesize feedback into practical themes and recommendations. The information gathered through this project will help inform the redesign of our workshop model and strengthen Uplift's ability to provide benefits education that is responsive to the needs of State employees.

RISE has recently adopted the Racial Equity, Diversity, and Inclusion (REDI) Framework to shape and guide our organizational strategy. While equity has always been central to Uplift's work,

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partners should be prepared to align with and support this framework throughout the engagement.

OBJECTIVES AND DELIVERABLES

The primary objective is the preparation for and delivery of facilitated Listening Sessions with State of Oregon employees.

Session Summary

Format: Virtual

Length: To be determined

Audience: State of Oregon employees (represented and unrepresented)

Participant Groups:

- Incumbent and new employees
- Dedicated space for Black and Brown employees (Employee Resource Group-specific sessions)

Estimated Attendance: To be determined

Timing: 3–4 sessions anticipated within the next 12 months (flexible timeline)

Purpose and Goals

These Listening Sessions will serve as a platform for State of Oregon employees to express their views, feelings, concerns, and ideas regarding:

- State of Oregon benefits
- Uplift Oregon's role in providing benefits training

The sessions are intended to support the following goals:

- Inform the redesign of Uplift Your Benefits (UYB) 7.0 (a two-hour workshop delivered by Uplift staff for State employees)
- Collect qualitative data to deepen understanding of employee needs related to benefits and training resources
- Ensure inclusive participation, with a goal of 50% of participants self-identifying as Black, Brown, Indigenous, or persons with disabilities, including intersectionality in alignment with RISE's REDI-framework.

Required Areas of Expertise

Facilitation and partnership for these sessions will require experience and demonstrated ability in:

- Group facilitation, particularly in a dual moderator model, including a neutral or third-party role
- Creating psychologically safe spaces for candid sharing across diverse employee populations

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- Equity-centered engagement practices aligned with RISE's REDI framework as well as partner frameworks like Oregon Health Authority's REALD and SOGI ([Oregon Health Authority : REALD & SOGI : Equity and Inclusion Division : State of Oregon](#))
- Supporting conversations related to workplace benefits, systems, and employee experience

Coordination, Design, and Deliverables

As part of this engagement, the selected partner will collaborate with Uplift Oregon and relevant stakeholders in the following areas:

Co-Design and Planning

- Provide feedback and expertise in shaping session design and approach
- Collaborate on structuring inclusive and effective listening environments
- Align on participant group definitions and outreach considerations

Facilitation

- Support the facilitation model agreed upon with Uplift Oregon, which may include a dual moderator approach and/or a neutral facilitator role.
- Lead 3–4 Listening Sessions with varied employee groups

Data Collection and Synthesis

- Provide input on qualitative data collection approaches across three focus areas (to be defined in partnership)
- Support synthesis of themes and key insights emerging from sessions
- Provide de-identified raw data in CSV format (delivery method to be determined). All data becomes property of RISE at the end of the contract term.

Coordination and Support

Uplift Oregon will provide internal support, including:

- Information Systems support
- Communications support for outreach and coordination

RESPONDING TO THIS RFP

RISE and Uplift are not seeking detailed plans or exhaustive explanations at the proposal stage. Submitters should provide enough information for us to understand their relevant experience, general approach, project fit, and proposed cost. The selected partner will work with Uplift Oregon to further develop the final session design and implementation plan.

Submitters should provide a proposal that includes the following information:

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1. Consultant or Organization Background and Relevant Experience

A brief description of the consultant or organization, including relevant background, areas of expertise, and past work planning or leading facilitation, listening sessions, focus groups, employee engagement, benefits-related conversations, or similar services. This should include examples of experience creating welcoming and respectful spaces for candid feedback and working with diverse employee groups.

2. Proposed Approach and Project Team

A description of how the submitter would approach this project, including how they would work with RISE Partnership and other partners to help design the sessions, support participant engagement, serve in a facilitation role, gather employee feedback, and identify key themes and insights. The proposal should also identify the individuals who would work on the project, their roles, relevant experience, and general availability to complete 3–4 Listening Sessions within the anticipated project timeline.

3. Equity and Values Alignment

A brief description of how the submitter's approach aligns with RISE's mission, vision, values, and equity-centered work, including how they would support inclusive participation and align with RISE's REDI framework.

4. Deliverables and Data Approach

A description of how the submitter would collect, organize, and summarize employee feedback, including how they would provide key themes, insights via raw data in CSV format.

5. Proposed Fee

A proposed fee for the work, planning meetings, facilitation time, data review, reporting, or other project costs. See Proposed Fee Structure section for additional information.

6. References

Contact information for two or three references for similar work, preferably involving facilitation, listening sessions, employee engagement, equity-centered work, public sector employees, benefits-related topics, or training programs.

Proposed Fee Structure

We intend to support an open and competitive procurement process and do not prescribe a fixed fee structure for this engagement. Submitters are required to include a proposed fee structure as part of their response.

Fee proposals should reflect the full scope of work described in this RFP, including but not limited to:

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- Preparation and planning
- Participation in coordination and co-design meetings
- Facilitation of Listening Sessions (including dual moderator model, if applicable)
- Data collection input and synthesis of themes
- Provide de-identified raw data in CSV format (delivery method to be determined)

Submitters may propose pricing in a format that best reflects their approach (e.g., per session, per deliverable, or as a total project fee), but should clearly outline:

- Cost breakdown by major activity or deliverable
- Assumptions related to number of sessions, length, and level of effort
- Any optional or additional costs not included in the base proposal

We reserve the right to negotiate final scope and pricing with the selected partner based on availability of funds, proposed approach, and alignment with project goals.

EVALUATION CRITERIA

Contract award will be based on RISE's review of the proposal that best fits the needs of the project, using the following evaluation factors:

1. Experience and Ability to Lead Inclusive Listening Sessions

The extent to which the respondent shows they have the experience and skills needed to help plan and lead Listening Sessions for State of Oregon employees, including experience creating welcoming and respectful spaces where employees can share honest feedback about benefits, training, workplace systems, and their overall experience.

2. Proposed Plan and Overall Value

The extent to which the respondent provides a clear general approach for the project, including working with Uplift Oregon and other partners to design the sessions, leading 3–4 Listening Sessions, helping gather and summarize employee feedback, identifying key themes and insights, and providing the requested data in a useful format, at a reasonable overall cost.

3. Fit with RISE's Mission, Values, and Approach to Equity

The extent to which the respondent's approach to the work aligns with RISE's mission, vision, and values, including a commitment to inclusive participation, respectful engagement with diverse employee groups, support for candid employee feedback, and alignment with RISE's REDI framework and worker-centered approach to benefits education.

While it is not a requirement, we have a preference for those with knowledge, experience with, or overlap working within labor union environments.

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QUESTIONS AND CLARIFICATIONS

We welcome questions from prospective Submitters to support a clear understanding of this RFP. Questions must be submitted in writing no later than July 20th, 2026 Noon Pacific and should be sent by email to greg.wilde@risepartnership.com.

All questions received by the deadline will be reviewed and thoughtfully consolidated. Responses will be provided no later than July 24th, 2026 and shared with all prospective Submitters, without attribution, so that everyone has access to the same information.

Responses may be issued in the form of a written Q&A document or an addendum to this RFP. To ensure fairness and clarity for all participants, only written responses issued by RISE should be relied upon when preparing a proposal.

ACCEPTANCE OF TERMS AND CONDITIONS

By submitting a proposal, the Submitter agrees to the terms and conditions provided in this RFP document and acknowledges that additional terms and conditions may be required if the Submitter's proposal is accepted.

TERMS AND CONDITIONS

INDEPENDENT CONTRACTOR; IN GOOD STANDING. Submitter is an independent contractor and not an employee or agent of RISE. Submitter shall have sole control over the manner and means of developing the proposal, provided that the proposal is delivered in accordance with applicable legal and ethical requirements. Submitter warrants that it is in good standing and holds any necessary authorizations and licenses to operate in the State of Oregon, to develop the proposal contemplated hereunder, and if selected, to perform the project.

CONFIDENTIALITY. Submitter agrees to maintain the confidentiality of RISE's confidential information, including the terms of this RFP, and to use such information only in connection with the development and submission of the proposal, and if Submitter's proposal is accepted, in connection with performance of the project.

INTELLECTUAL PROPERTY. Submitter shall retain all right, title, and interest in and to any methodologies, processes, know-how, tools, or other materials developed or owned by Submitter prior to or independently of this RFP and used by Submitter in development and delivery of the proposal contemplated hereunder, and, if Submitter is selected, in performance of the project. Nothing herein shall prohibit Submitter from delivering similar services to other clients, provided that Submitter does not breach its obligations hereunder.

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INSURANCE. By submitting a proposal, Submitter warrants that it maintains, and shall continue to maintain throughout the execution of the contract, valid and enforceable business insurance coverage, including commercial general liability insurance written on an occurrence basis, with limits of not less than one million dollars (\$1,000,000) per occurrence and an umbrella liability policy providing additional coverage of not less than one million dollars (\$1,000,000).

NON-DISPARAGEMENT. Neither party shall make any public criticisms of the other relating in any way to this RFP or the process by which RISE selects a proposal to proceed with.

GOVERNING LAW; RESOLUTION OF DISPUTES. The laws of Oregon, without regard to its conflict of laws principles, shall apply. In the event Submitter accepts these terms and conditions by submitting a proposal, any dispute or disagreement between the parties relating to the proposal or the RFP process, and which they are unable to resolve between them, shall be submitted for good faith confidential mediation for a period of at least thirty (30) days. The parties agree to participate in good faith in the mediation process. In the event that the parties fail to resolve their dispute or disagreement through mediation, they agree to submit to arbitration under the auspices of JAMS/Endispute. The parties shall share the costs of mediation and/or arbitration equally.