



# Nuclear Abolitionists Movement Renewal: Request for Proposals

The Snake River Alliance (SRA) seeks experienced organization development consultants to respond to this request for proposal immediately and by December 31, 2023. We will review all submissions on a rolling basis. We seek a qualified organization development consultant to guide our organization through renewal. We plan to begin the work as soon as possible in 2024 for four months of community, board, and partner reflection, research, retooling, and design planning. We aim to create the conditions for long-term nuclear abolitionist advocacy in Idaho. SRA has a robust and long track record of anti-nuclear education, art, and advocacy. We are looking towards the future and are committed to ensuring we have the tools and support to position ourselves to continue to embody this work in ways we have not yet imagined.

## Time Table:

Stage	Dates
RFP Release	November 30, 2023
Proposals and Interviews	On a rolling basis until December 31, 2023
Term of formal renewal process	January -April 2024
Virtual Board Retreat	January 19-21, 2024

Email proposals to [info@snakeriveralliance.org](mailto:info@snakeriveralliance.org) with the subject line **RFP**.

## Organizational Background

The Snake River Alliance was founded in 1979, soon after the Three-Mile Island accident, by a handful of Idahoans who had just learned the Idaho National Laboratory routinely injected hazardous and radioactive waste into the Snake River Aquifer, the sole source of drinking water for a quarter of a million people. The first focus of our efforts was to build public pressure to stop this irresponsible practice, and the "injection well" at INL was capped in 1989.

Since 1979, the Alliance has worked to protect Idaho's people, environment, and economy from nuclear weapons and waste at the Idaho National Laboratory. Today, we are one of Idaho's strongest advocates for clean and renewable energy, leading the charge for a sustainable energy plan for Idaho and providing leadership and coordination amongst our partner organizations.

## Context and Framing

The anti-nuclear movement, which gained significant momentum during the Cold War, Three Mile Island, and Chernobyl, has played a crucial role in raising awareness about the risks and dangers associated with nuclear energy and weapons. However, as the movement's founding activists are aging, the need for organizational and, indeed, movement renewal has become increasingly evident.

The need is current and urgent.

1. **Activist Base:** The movement's core activists are now aging. This fact challenges the movement's succession and effectiveness in the face of ongoing nuclear threats.
2. **Growing Nuclear Waste Problem:** The amount of radioactive waste generated by nuclear power plants and weapons production continues to increase, posing a long-term environmental and public health risk. We must prepare the next generation of activists to address this burgeoning problem.
3. **Future Nuclear Landscape:** The nuclear industry, the Department of Energy, and politicians in both parties aggressively promote so-called "advanced" reactors as a carbon-free solution. Domestic uranium mining, enrichment, reprocessing, and nuclear weapons arsenal upgrades are



being advanced. The movement must adapt and renew itself to effectively prepare to affront these dangers.

4. **Awareness and consciousness raising:** The Nuclear Industry has been successful in keeping the public threats and impacts out of the news, the classrooms and our consciousness. For nearly 8 decades the nuclear industry has been causing environmental damage in all 50 states. They have never stopped and will not stop unless there is a nuclear abolitionist movement in the next generation and future generations.

## Intent

Creating and empowering generations of antinuclear activists, to lead the movement as long as radioactive waste is a threat (about 10,000 years).

**Engage Younger Generations:** Actively seek out and to engage diverse communities of younger generations, bringing their fresh perspectives, energy, and unique expertise into the movement.

- 1) **Diversify Leadership:** Foster a more diverse leadership structure, ensuring the support leaders need and will need in our broader community.
- 2) **Embrace New Tactics:** Explore and adopt new tactics and approaches to activism that resonate with more diverse younger generations and effectively capture public attention.
- 3) **Prioritize Waste Management:** Focus on promoting just solutions for nuclear waste management, ensuring accountability and environmental protection especially for frontline communities.
- 4) **Educate and Empower:** Educate the public about nuclear energy's ongoing risks and challenges, empowering and inspiring the next generation of nuclear abolitionists and water protectors to take action.

- 5) **Build Collaborations:** Partner with organizations, Tribal Nations, and movements to expand knowledge and strategy in ways that support sovereignty, justice and equity movements beyond the nuclear abolitionist movement. Connecting with food sovereignty, air, water, land rights to build strong coalitions and collectives.

### **Self exploration:**

These are key questions we want to explore through this consultancy

- 1) Who are we?
- 2) Mission and Vision?

As individuals, we each effect anti-nuclear action in innumerable ways. We need to see what we have in common, how “we” may be defined, and to what values and principles we all claim to adhere to. What are our uniting principles and vision for what we can do and be in the world?

A primary goal of this consultancy is to help us see and agree to our way forward.

### **Scope of work:**

Organizational regeneration

We seek to explore

- How to expand our table (internationally, locally, indigenous)
- Engage in a learning and listening tour with the board and staff to expand the completion of the SWOT analysis. This includes the larger anti-nuclear ecosystem.
- Summarize and celebrate actions individually and collectively, and identify the values that propel this work.
- Create experiences, panels, conversations, world cafes, fishbowls, and more with the state of Idaho, with other social justice organizations and Tribal Nations in Idaho and with the national/international anti-nuclear community.
- Expand ideas of the collective working in tandem with organizations which are not anti-nuclear focused
- Support a pivot towards the future for SRA so we can plan for financial and program generation 10 years, 50 years, 100 years from now.



- What are the leadership, communication, and process skills we need to learn or build upon? (collaborative decision-making, meeting facilitation, using conflict as a growth opportunity, building trust, etc.)
- Assess the larger anti-nuclear ecosystem to bring innovative practices to SRA for consideration... roles and structures of staff, the Board, members, donors
- Explore how our leadership, location, programming, and financial standing can support the vision of who we are
- Determine the potential and possibilities for engagement, stewardship
- Examine who we are currently aligned with and which future partnerships will support our mission and vision
- Assess our practices regarding justice, diversity, equity, and inclusion
- Assess our engagement with young people and intergenerational engagement

### Recommendations & Deliverables:

The Consultant will create a series of 6-10 experiences (in-person and zoom) over a 4 month period beginning January 2024 for the board and our stakeholder community where we can explore and renew ourselves resulting in a clear vision and in a new staffing plan, strategic plan, with goals that will inspire and embody the long-term commitment to being a new model of the proactive anti-nuclear organization.

The purpose of the facilitated experiences is to develop the future organizational priorities, shared vision, renewed mission, and financial plans. Establishing a strongly transparent and democratic process for engaged decision-making will be vital as SRA will be facing many decisions this year, and beyond.

We are hiring an organizational development consultant to help the organization identify its core principles and shared vision, with attention to the

roles different people may play and what may be the next set of job descriptions to assist with the changing needs.

#### Sample Deliverables:

- Listening and learning tour or series of meetings with all members
- Interviews with close allies or community partners (5-10)
- Interview previous staff and board members (including contractors, part-time employees, interns)
- Summary of findings based on what is heard
- Facilitate process with the board to determine next steps for organizational development
- List of new potential board members
- Training for board, staff, members, and movement partners

#### Communication

The consultant will have access to the Board of Directors and membership through its Organizational Transition Committee on a weekly basis through designated liaisons (Staff, Executive Committee and committee member) who can help with the logistics for the consultancy, including listening and learning tours and the facilitated groups that can be convened.

#### Submitting a Proposal

Please include:

- Summary of Relevant Experience and Ability
  - See below: “What’s Important to us in a proposal”
- A summary of how the Consultant proposes to undertake the scope of work.
- Specific deliverables the consultant would provide
  - Refer to sample deliverables in the scope of work above, but alternative deliverables may be proposed.
- Proposed timeline with estimated completion dates and milestones for your projected work-plan.
- A cost proposal for the work to be performed.
- Any additional information that the Consultant wishes to bring to our attention that is relevant to this RFP.



What is important to us in a proposal

The contractor's qualifications should include:

- Demonstrated experience advising and coaching organizations in strategic planning and organizational development in times of critical change
- Experience with teams of volunteer boards, volunteer members and a small staff
- Knowledge of team building processes, and collaborative decision-making

How to submit

- Please send proposals to [info@snakeriveralliance.org](mailto:info@snakeriveralliance.org)
- If you have any questions, please contact Leigh Ford, executive director, at [lford@snakeriveralliance.org](mailto:lford@snakeriveralliance.org)
- Once submitted we will notify you by email if we need any further information. Proposals will be reviewed on a rolling basis.

Thank you for considering working with us! We are excited about this opportunity for renewal, and you will hear from us soon.