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Solicitation of Interest: NYC Commission on Racial Equity Truth, Healing, and Reconciliation Community Partnership Application

Background

The NYC Commission on Racial Equity (NYC CORE) was established through the Mayoral Charter Revision Commission in November 2022, making it the first independent 15-member commission responsible for holding the government accountable to advance racial equity in government operations, and increase community voices in government decision-making. NYC CORE provides accountability for New Yorkers, regularly evaluating the city's progress in terms of its racial requirements and goals. NYC CORE is comprised of a diverse set of New Yorkers with equity expertise and relevant lived experience who serve as a conduit to bring historically excluded communities and voices into New York City government's decision-making.

In 2024, the New York City Council passed two historic pieces of legislation, [Local Law 91](#) and [Local Law 92](#), which added Title 34 on Racial Equity to the New York City Administrative Code. Local Law 91 requires NYC CORE to deliver a plan for a city-wide a Truth, Healing, and Reconciliation (THR) process. Central to this process, NYC CORE and its partners will establish historical facts about slavery and its legacies and make recommendations for further investigation. NYC CORE has the responsibility of developing and coordinating a sensitive and transparent fact-finding mission, including facts that remain disputed or denied, to gather testimony and recommendations from the descendants of slavery and communities harmed by racism and social injustice so that the government can institute those changes. This work will be done in consultation with the NYC Civic Engagement Commission, the NYC Commission on Human Rights, and the Mayor's Office of Ethnic and Community Media. Local Law 92 requires NYC CORE to study the impact of slavery and its legacies in New York City and recommend reparative policies to redress the harms. This work will be done in consultation with the Mayor's Office of Equity and Racial Justice.

The Truth, Healing, and Reconciliation plan must provide details pertaining to the scope and implementation for a Truth, Healing, and Reconciliation process including but not limited to the following: a plan for public outreach, description of needed space and accessibility features, specific topics addressed through this process, guidelines for public participation, and recommendations to memorialize the work and make sure it is available for the public.

Across the United State, several state and municipalities are implementing a Reparations study or Truth, Healing, and Reconciliation process. However, NYC is the first implement both processes simultaneously. This Truth, Healing, and Reconciliation Community Partnership Application is a call for organizations interested in Truth telling, Healing, Reconciliation, and Reparations.

Purpose of Solicitation

To build a safe, accountable, and reliable network dedicated to gathering feedback for the development of a legitimate and effective Truth, Healing, and Reconciliation process, NYC CORE plans to: (1) select up to 13 nonprofits, community and faith-based organizations, local community governance groups, volunteer-led and mutual aid entities, collectives, cooperatives, small businesses, and MWBE's; and (2) make awards of up to **\$17,500** per organization to lead facilitated community conversations, collect truth testimony from community members, and provide participant feedback to NYC CORE based on those conversations.

Program Overview

Between February 1, 2026 – June 30, 2026, NYC CORE will implement a program to engage organizations in the development of a Truth, Healing and Reconciliation plan and receive truth testimony. Through this work, NYC CORE will begin to answer the following questions in collaboration with community members:

1. How do communities harmed by racism and social injustice—specifically descendants and survivors of chattel slavery, Jim Crow, and the legacy of slavery—define healing, truth, and reconciliation in NYC?
2. What resources and supports do communities harmed by racism and social injustice—specifically descendants and survivors of chattel slavery, Jim Crow, and the legacy of slavery—need to begin and/or continue their healing journey?
3. What recommendations (submitted via written, verbal, or video recorded testimony) will communities harmed by racism and social injustice—specifically descendants and survivors of chattel slavery, Jim Crow, and the legacy of slavery—make in order to advance Reparations, Truth, Healing, and Reconciliation in NYC?

Accepted partners will identify two representatives to work with NYC CORE to complete the following components of the program:

1. **TRH Community Conversations:** Partners will be expected to a maximum of 20-25 people who will participate in five consecutive conversations, held two to four weeks apart, each lasting 1.5 hours. Each participant will receive no less than \$20.00 for their time. All conversations will ask participants to provide feedback on the development of a city-wide Truth, Healing, and Reconciliation plan. All partners are expected to confirm the date and time of every conversation with NYC CORE staff prior to hosting the conversation. Facilitated community conversations can either be in person or virtual and can be facilitated by the applicant organization or by NYC CORE personnel.
2. **Feedback to NYC CORE:** Partners will be expected to enter in all participant feedback data using an online form provided by NYC CORE. Facilitators must use a sign in sheet provided by NYC CORE to record the number of participants at each session.
3. **Truth Testimony Gathering:** Partners will be expected to collect and submit no less than 20 pieces of testimony from their community members, following NYC CORE testimony

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guidelines. Stories may be submitted by people within one or more of the following age categories: 11-18; 19-25; 26-64; and 65 and older.

4. **Weekly Organizing Calls:** Partners will be expected to join weekly organizing calls led by NYC CORE and its partners to discuss the development of THR and related Reparations work. Calls will provide partners the opportunity to shape this project between and after conversations are completed.

NYC CORE Partners Support

NYC CORE will provide support for all Truth, Healing, and Reconciliation conversations and for Truth Testimony gathering.

Support for Truth, Healing, and Reconciliation conversations: NYC CORE will provide community agreements for all conversations, a facilitator guide, a PowerPoint presentation, background information on the project, feedback response forms, sign-in sheets, and other forms of technical assistance.

Telling Our Truth: Testimony Guidebook: NYC CORE will provide a testimony guidebook with consent forms, and guiding questions to support truth telling via written, audio, and video format.

NYC CORE is committed to supporting affected persons and communities begin and/or continue their healing from racial and social injustices stemming from slavery. Partners will also receive language access support, and disability access support for all areas of the work.

Process of Selection

Selection will be based on the responses that provide the best approach within the anticipated timeline to meet the goals set forth in the solicitation. NYC CORE may contact applicants to discuss their submissions. Applicants' availability and responsiveness during this assessment phase will be taken into consideration in vendor selection.

Funding & Payment Breakdown

The total funding opportunity is **\$17,500.00** and is broken into three parts.

Part 1. Funding for community conversations is **\$12,500** and will vary as shown in the table below.

	<i>In person / event</i>	<i>Virtual / event</i>
<i>Community Conversation facilitated by partner organization</i>	\$2,500 per conversation	\$1,250 per conversation
<i>Community Conversation facilitated by NYC CORE personnel</i>	\$2,000 per conversation	\$1,000 per conversation

All hybrid events are categorized under in-person event

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All costs pertaining to an event including food, printing, materials, space, and so on, can be paid for using these allocations. Costs for language access, and support with disability access are covered by NYC CORE.

NYC CORE will reimburse organizations after the completion of each conversation. To be eligible for the full funding of **\$12,500**, community conversations must be completed before June 30, 2026. Additional details will be provided to partner organization during the onboarding process.

Part 2. Funding for partner organization participation in program calls is **\$2,500** and will vary as shown in the table below.

	50% Attendance at meetings	75% Attendance at meetings	100% Attendance at meetings
Partner organization participation in NYC CORE led weekly calls	\$1,250	\$1,875	\$2,500

NYC CORE will reimburse organizations after the completion of all meetings. To be eligible for the full funding of **\$2,500**, the organization must meet the attendance thresholds noted above before June 30, 2026. Additional details will be provided to partner organization during the onboarding process.

Part 3. Funding for partner organizations to provide direct support to members of the public interested in submitting truth testimony is **\$2,500** and will vary as shown in the table below.

	10 pieces of truth testimony	15 pieces of truth testimony	20 pieces of truth testimony
Partner organization direct support to the public for 20 pieces for testimony	\$1,250	\$1,875	\$2,500

NYC CORE will reimburse organizations after submission truth testimony. To be eligible for the full funding of **\$2,500**, truth testimony submissions must be completed before June 30, 2026. Additional details will be provided to partner organization during the onboarding process.

Selection and Funding Information

The application deadline is **5:00PM on December 31, 2025**. NYC CORE will host a virtual information session on **December 9, at 3:00PM** for interested participants to discuss the program plan, align on performance expectations, and to ask any questions. RSVP by emailing ask@core.nyc.gov and/or clicking this link: [NYC CORE Register for Information Session: Truth, Healing, and Reconciliation Solicitation](#).

To submit an application, please complete the submission form linked [here](#).

Eligibility for Applicants

NYC CORE seeks applicants that have a demonstrated expertise and history of engaging in racial equity, social justice, advocacy, truth telling, healing, and restorative justice. Preference will be given to applicants who can demonstrate experience in advocating for Truth, Healing, and Reconciliation. We are requesting that applicants meet the following criteria in their application:

1. Volunteer or paid staff capacity, technology, and project management skills to host, record, and communicate feedback from facilitated conversations.
2. A commitment to advancing racial equity and social justice in New York City regarding policies, programs, and spending.
3. Experience convening gatherings and facilitating conversations with communities harmed by racism and social injustice.
4. Experience supporting communities harmed by racism and social injustice telling their truth across all available mediums (written testimony, oral testimony, and/or video testimony) on topics that include but are not limited to policing, incarceration, child welfare, housing, education, food, and land theft.
5. Experience supporting mental health and healing practices and supports across spiritual, indigenous, and faith communities.
6. Experience in providing restorative justice circles, reconciliation conversations, and/or conversations to advance healing and action.
7. Ability to provide services in a racially and culturally competent, and linguistically accessible manner, including engagement of community members regardless of socioeconomic status, criminal justice system status, immigration status, race, ethnicity, nationality, gender identity, sexual orientation, mental health status, physical ability or disability, religion, beliefs, or involvement in systemic issues such as child welfare.

Application Questions:

Short answer questions:

- Are you completing the application on behalf of an organization? [Yes/No](#)
- Are you completing the application as an employee or volunteer member of an organization? [Yes/No](#)
- Are you part of any coalitions related to Reparations? [Yes/No](#)
- Are you part of any coalitions Truth, Healing, and Reconciliation? [Yes/No](#)
- Please select what borough(s) your organization operates within – check all that apply:

Brooklyn	Bronx	Queens	Manhattan	Staten Island
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- Please select what age groups your organization serves – check all that apply:

0-11 years old	12-18 years old	19-24 years old	19-24 years old	25-40 years old	41-65 years old	66+ years old
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- Please select the groups of people your organization serves – check all that apply:

Black	Indigenous	Latinx	Asian	Pacific Islander
Middle Eastern North African	People of Color	Women	Religious Minorities	Immigrants
LGBTQIA+	People with Disabilities	People who are incarcerated	People who are unhoused	Youth
Seniors				

Long answer questions:

1. Educational and/or Advocacy background in the Truth, Healing, and Reconciliation (250 words maximum) Tell us about your history working with communities to begin and/or continue Truth, Healing, and Reconciliation between communities and/or a community and government entity? Please provide *no less than two* examples of your work.

2. Educational and/or Advocacy background in Reparations (250 words maximum) Tell us about your history of working with communities to begin and/or continue Reparations between communities and/or a community and government entity? Please provide *no less than one* example of your work.

3. History and Experience Addressing Racial Inequities (250 words maximum) Tell us about your organization’s history and experience working with communities affected by chattel slavery, Jim Crow, and the legacy of slavery. Please provide *no less than two* examples of your work.

4. Community Connections and Outreach Strategy (250 words maximum) Show how your organization has built strong, trusted relationships with groups you plan to reach. Explain how your organization conducts outreach including *no less than two* examples of your outreach work.

5. Program Design and Implementation Plan (300 words maximum) Explain your organizations experience with organizing large gatherings of a maximum of 20-25 people to provide recommendations or feedback on a specific issue. In your explanation, address what strategies you implement to ensure language and disability access, provide mental and/or emotional support, ensure inclusion of all voices, and collect feedback.

6. Participant Incentives and Financial Accountability (250 words maximum) Explain how you will ensure each participant receives their monetary incentive for their time, as required by the program. Also cite any past financial distribution systems you have utilized.

7. Collecting Truth Testimony (250 words maximum) Explain your experience and/or your commitment to story-telling, information gathering, and recording sensitive details in a public forum. Describe how your organization will obtain and organize important truth-telling testimony. Identify the material(s) your organization intends to use to record and capture public information.

Evaluation Criteria

Responses received shall be scored based on the following evaluation criteria.

Threshold Questions – All Responses Must Be “Y”

Metric	Evaluation rubric	Points
Organizational capacity	Applicant can begin immediately upon selection and award.	Y/N
Racial, cultural, and linguistic competence	Applicant discusses an outreach strategy that utilizes tactics that are inclusive of communities harmed by racism that identify as Black and Indigenous, as well as how they will engage key populations such as youths, seniors, immigrants, LGBTQIA+, people who are incarcerated, and other communities harmed by racism and social injustice.	Y/N
Truth, Healing, and Reconciliation Processes	Applicant has an educational and/or advocacy background on Truth, Healing, and Reconciliation processes.	Y/N
Reparations Processes	Applicant has an educational and/or advocacy background on Reparations processes.	Y/N
Commitment to Racial Equity and Social Justice	Applicant has experience working with community to address racial inequities and social injustices.	Y/N

Evaluation Rubric

Criteria	Poor (1 Point)	Fair (2 Points)	Good (3 Points)	Outstanding (4 Points)
1. Educational and/or Advocacy background in Truth, Healing, and Reconciliation	Minimal or no background working in Truth, Healing, and Reconciliation. No clear examples provided.	Some background in the Truth, Healing, and Reconciliation, but examples lack detail or impact.	Strong history of engagement in the Truth, Healing, and Reconciliation with clear, detailed examples of impact.	Extensive background with deep, long-term engagement in Truth, Healing, and Reconciliation. Clear, impactful examples showing how marginalized communities were empowered and heard.
2. Educational and/or Advocacy Background in Reparations	Minimal or no background working in Reparations. No clear examples provided.	Some background in the Reparations movement, but examples lack detail or impact.	Strong history of engagement in the Reparations movement with clear, detailed examples of impact.	Extensive background with deep, long-term engagement in Reparations. Clear, impactful examples showing how marginalized communities were empowered and heard.

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<p>3. History and Experience Addressing Racial Inequities</p>	<p>Little to no focus on racial equity and inclusion. No clear efforts to ensure diverse participation.</p>	<p>Some commitment to racial equity but lacks concrete strategies for inclusion and accessibility.</p>	<p>Clear commitment to racial equity with strong strategies to ensure diverse participation. Addresses cultural and linguistic needs.</p>	<p>Strong background and experience addressing racial inequities. Demonstrates understanding of community needs.</p>
<p>4. Community Connections and Outreach Strategy</p>	<p>Insufficient evidence of strong community ties. Outreach strategy is vague or missing.</p>	<p>Some community connections exist, but examples of past work or outreach strategy lack clarity or depth.</p>	<p>Demonstrates strong relationships with communities. Clear outreach strategy addressing multiple groups.</p>	<p>Deep and demonstrated commitment to racial equity. Strong, innovative strategies ensuring full inclusivity and cultural competence.</p>
<p>5. Program Design and Implementation Plan</p>	<p>Lacks a clear plan or structure for facilitating conversations of 20 or more community members. Strategies are unclear or missing.</p>	<p>Provides a basic plan but lacks detailed steps on language and disability access, mental and/or emotional support, ensuring the inclusion of all voices, and the collection of feedback.</p>	<p>Well-structured plan covering methods, language and disability access, mental and/or emotional support, ensuring the inclusion of all voices, and the collection of feedback</p>	<p>Comprehensive, well-thought-out plan with clear, measurable goals. Strong strategies for language and disability access, mental and/or emotional support, ensuring the inclusion of all voices, and the collection of feedback</p>
<p>6. Participant Incentives and Financial Accountability</p>	<p>No clear plan for distributing incentives, tracking, or ensuring accessibility.</p>	<p>Incentive distribution plan exists but lacks clear tracking or accessibility measures.</p>	<p>Detailed plan for distributing incentives fairly, tracking them, and ensuring accessibility for all participants.</p>	<p>Well-documented, equitable incentive distribution plan with strong financial tracking and accessibility measures. Ensures fairness and transparency.</p>
<p>7. Sourcing and Collecting Public Record</p>	<p>Zero history of gathering and sourcing truth testimony.</p>	<p>Provides some background of gathering truth testimony but lacks a mechanism for obtaining and</p>	<p>Indicates sufficient experience in capturing truth testimony, along with a satisfactory</p>	<p>A solid history of obtaining truth testimony utilizing a tried and tested system of recording and documenting important storytelling</p>

	organizing information.	system for obtaining and organizing information.	for future use and/or publication.
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Scoring Guidelines

Each question should be scored individually based on the criteria provided.

- **Poor** = 1 point
- **Fair** = 2 points
- **Good** = 3 points
- **Outstanding** = 4 points

Total Maximum Score: 28 points. Applicants are ranked based on their total score with higher scores indicating stronger alignment with NYC CORE’s mission, program goals, and requirements.