

Scope of Work  
**Cleveland Foundation**  
**Senior Criminal Justice Fellowship**  
March 1, 2021

**Background**

In late spring 2020, in response to the murder of [George Floyd](#) in Minneapolis and [Breonna Taylor](#) in Louisville, the United States saw a resurgence in conversations about racism and the need to reimagine public safety, particularly for Black people and other people of color. In the latter half of 2020, the foundation committed to several racial equity-centered efforts (e.g. the [Greater Cleveland COVID-19 Rapid Response Fund](#), the [Cleveland Black Futures Fund](#) and the [Greater Cleveland Digital Equity Fund](#)) and staff began a due-diligence process to better understand the criminal justice landscape to see where the organization could be most impactful.

While the Cleveland Foundation has historically engaged in varying degrees of criminal justice reform, this moment necessitates that we re-examine our efforts to-date and recommit to a more intentional and equitable approach to transforming our criminal justice system. The foundation's groundbreaking 1921 [Cleveland Survey of Criminal Justice](#) was the first thorough study of the criminal justice system of a major American city and served as a model for surveys in at least seven states and for President Hoover's Commission on Law Observance & Enforcement. This study has been revisited throughout the past century to justify the foundation's commitment to a civic agenda-setting and problem-solving.

Recognizing the importance of this issue to the Cleveland community and the complex nature of the criminal justice system, the Cleveland Foundation Board of Directors and staff have committed to learning with humility and establishing equitable partnerships. As part of this, the foundation wishes to engage the services of an independent expert in this area to consult an advisory partnership comprised of foundation staff and community stakeholders to develop an organizing framework for supporting criminal justice reform efforts already being developed by organizations and individuals within the local community.

**Purpose of Consultation**

To develop guiding principles for supporting criminal justice reform in Greater Cleveland that aligns, honors and adds value to existing and developing efforts by stakeholders and effectively uses Cleveland Foundation networks and resources. To build relationships with key stakeholders across the community including, but not limited to, community members, grassroots organizations, nonprofits, philanthropy, public sector institutions, elected officials, law enforcement (including police officers), prosecutors, defense lawyers and judges.

**Part I: Landscape Analysis and Relationship Building**

Build relationships with a wide array of stakeholders across Northeast Ohio to determine the areas of greatest need, the leaders in this sector (both within and outside of formal organizations and institutions) and the role philanthropy is best

suited to play in the current context. Work internally with Cleveland Foundation staff to determine intersecting issues and priorities with the foundation's program areas and existing grantmaking, and externally to determine where collaboration can make the greatest impact.

### Part II: Criminal Justice Reform Framework Development

With guidance from an advisory partnership of Cleveland Foundation staff and community stakeholders, create an equity-based criminal justice portfolio approach for the foundation to pursue in both the short- and long-terms. Align the recommendations to Cleveland Foundation values and strategic planning goals and propose steps for the foundation to use resources—both financial and otherwise—to best impact criminal justice reform in Northeast Ohio and statewide.

### Timeframe/Process

It is anticipated that the fellowship will span approximately two years, beginning with a one-year, renewable term on or about June 1, 2021, through July 31, 2023. Please note that, given the pandemic, there will be flexibility around working remotely during the first few months of the fellowship. This position will receive competitive compensation.

### Responses

Interested individuals should submit a brief proposal that includes a detailed work history and expertise in the area of criminal justice reform, an individual philosophy on criminal justice reform, a proposed year-one and year-two scope-of-work and deliverables, and references detailing similar, successful engagements with other organizations by May 1, 2021.

Please direct all inquiries and responses, including proposals, to Dale Anglin, Program Director for Youth, Health, and Human Services ([danglin@clevefdn.org](mailto:danglin@clevefdn.org)) and Katie Brennan, Program Officer for Education ([kbrennan@clevefdn.org](mailto:kbrennan@clevefdn.org)), and CC Emma Kopp ([ekopp@clevefdn.org](mailto:ekopp@clevefdn.org)). All correspondence should include **Criminal Justice Fellowship** in the subject line of the email.