



Community Engagement Consultant to support “Coalition for a Safer Albuquerque” community-led overdose prevention policy agenda

About Vital Strategies

Vital Strategies, a global health organization, is the lead implementation partner in the Bloomberg Overdose Prevention Initiative and is working in 7 states including New Mexico to achieve an equitable reduction in overdoses. We partner with governments, providers, and communities to support health-centered solutions. We deliver our support through technical assistance from a core team of experts, embedded staff within government agencies to implement projects, grantmaking to fund direct services and organizational capacity building, and paid and earned media campaigns. We work to establish effective policy and program models that are adaptable across the country, with a focus on the people most at risk for overdose, including those harmed by decades of failed punitive approaches to drug use. We advance interventions oriented towards health and harm reduction, that engage and support rather than criminalize and punish people who are using drugs. Learn more at <https://www.vitalstrategies.org/overdose-prevention/>

Vital’s engagement in settlement work is comprised of various collaborative activities with our Bloomberg partners, national organizations, and state-level decision-makers and CBOs through which we leverage our subject matter expertise, funding and network resources to advance the integration and adoption of harm reduction approaches and evidence-based, overdose prevention practices in the planning and implementation of settlement-funded strategies and programming.

The crisis of overdose is affecting US communities everywhere. Progress against the still rising rates will require leadership across levels of government, and from communities, providers, institutions, and advocates. Leadership must include people who use drugs. We strive to promote innovation, improve quality, build scale, and ensure sustainability, grounded in data and evidence, and focused on racial equity. Our approach is multidisciplinary, inclusive, and responsive to local conditions.

Purpose and Scope

Vital Strategies seeks to partner with an individual with experience in equity-centered community engagement, community relationship building, public meeting facilitation, and data gathering. This consultant will be supervised by Coalition for a Safer Albuquerque and collaborate closely with the Vital Strategies Overdose Prevention Program. The timeline is an 18-month period from March 1, 2025, through September 30, 2026. Because of the amount of community outreach and number of public meetings being carried out, the time commitment for this project is expected to be close to 40 hours/week. The proposed, pro-rated annual salary for this position is \$60,000-\$72,000.

Project Introduction

The Coalition would like to expand their community engagement to develop a community-led agenda for a local behavioral health strategy that addresses the overdose crisis. The development and implementation of a comprehensive local level drug and behavioral health strategy that would



serve to complement the work of the City and County government as it relates to allocating funding from opioid litigation settlements, state and local public funds, and other funding sources. The strategies will be informed by community organizing and mobilizing people and existing groups to coordinate and act collectively to expand and improve behavioral health and substance use services in the Greater Albuquerque area.

People of color and people without stable housing are disproportionately dying due to drug overdose and experience significant barriers to accessing essential behavioral health services. Amplifying the voices of people directly impacted by the overdose crisis to effectively influence effective behavioral health and drug policies is a core function of the Coalition. This Community Engagement Consultant position will strengthen the organization's reach and impact through intensive outreach to impacted communities.

Activities

Timeframe: March 1, 2025 – September 30, 2026

1. Attend all Coalition for a Safer Albuquerque meetings
2. Coordinate meetings of Coalition participants, steering committee and special meetings; including creating agendas, sending out reminders to participants with Zoom information and agendas, disseminate meeting minutes, and keep and update to-do lists to ensure follow through
3. Lead community organizing and mobilizing people and existing groups to coordinate and act collectively to expand and improve behavioral health and substance abuse services in the Greater Albuquerque area
4. Expand network with stakeholder groups and relevant organizations
 - a. attending meetings of key organizations and stakeholder groups
 - b. recruit organizations and community members to collaborate and coalesce around Coalition goals and co-creating strategic planning
5. Conduct listening sessions among constituencies, record input and compile information for theme analysis and follow-up engagement
6. Participate in public meetings of the: (1) joint City/County Opioid Settlement Funds community engagement activities, (2) Bernalillo County Addiction Treatment Advisory Board, (3) New Mexico Healthcare Authority Behavioral Health Services Division Office of Substance Abuse Prevention
7. Provide public comments at community meetings in support of Coalition goals; summarize and disseminate relevant information to Coalition members and the community
 - a. Meetings include but are not limited to the Bernalillo County Commission (bi-weekly), City of Albuquerque City Council (bi-weekly), Mental Health Response Advisory Committee (MHRAC), the Albuquerque Bernalillo County Government Commission (quarterly), BernCo Health Equity Council (monthly), State Behavioral Health Collaborative (quarterly), Neighborhood Associations, and the BernCo Local Collaborative (monthly)



8. Develop a cadre of effective social activists working on public health initiatives impact in New Mexico
9. Support individuals with lived and living experience to participate in the Coalition and help them participate in available opportunities to build their skills as community activists/organizers to inform drug policy measures that directly impact them

Key Products

The Consultant, in collaboration with Coalition members, will develop the following products:

- A. Workplan for developing a community led overdose prevention policy agenda
- B. Quarterly reports on the progress of community engagement activities
- C. Policy Agenda for addressing local level behavioral health and drug user health

Skills and Expertise

Required

- Experience conducting outreach and engagement with communities and organizations impacted by the overdose crisis
- Experience planning and facilitating public meetings
- Experience liaising with local governments
- Experience facilitating focus group discussions
- Based in and ability to travel within Bernalillo County
- Knowledgeable about Albuquerque and Bernalillo County public health ecosystem
- Project management expertise, with the ability to exercise independent judgment and maintain appropriate deadlines
- Excellent oral and written communication skills
- Strong interpersonal skills, with demonstrated ability to maintain collaborative relationships with internal and external partners
- Ability to work well with diverse groups of individuals and organizations
- Excellent organizational skills
- Self-starter with ability to work independently
- Familiarity with Microsoft Office Suite

Preferred

- Familiarity with substance use, harm reduction, and intersections with racial justice and health equity
- Familiarity/knowledge of regional, cultural, rural, frontier, urban and border issues, and intersections with harm reduction
- Familiarity with qualitative research and analysis
- Familiarity with the use social media to communicate about Coalition's goals and actions
- Conversational in Spanish language



Instructions for Respondents

1. **Contact Person:** Respondents shall refer any questions and submit their resume via email to overdose@vitalstrategies.org.
2. **Due Date:** Application must be submitted in PDF format to overdose@vitalstrategies.org by **January 31, 2025, 10:00 AM MST**.
3. **Application Submission:** To be considered for this consultant position, please submit the following items:
 - a) Letter of interest, including relevant work experience, brief description of relevant project experiences and links to work products if applicable
 - i) The letter of interest should clearly demonstrate an understanding of the project goals, objectives, and deliverables.
 - ii) Demonstrated experience in community engagement, especially involving diverse groups including but not limited to individuals with lived and living experiences with drug use, Native communities, healthcare professionals, harm reduction providers, and governmental bodies.
 - b) Two professional references for similar work (including email/telephone contact info).

Application should be emailed in PDF format, together with any relevant supporting documentation, to: overdose@vitalstrategies.org with “**Community Engagement Consultant to support Coalition for a Safer Albuquerque**” in the subject line.

4. **Standard Agreement Terms:** Our standard agreement terms can be found in Annex A “Sample Independent Contractor Agreement.” If the applicant disagrees with any components, please return with any comments outlined in red with the application.



ANNEX A

INDEPENDENT CONTRACTOR AGREEMENT

This agreement is dated as of _____ (“**Effective Date**”) between Vital Strategies, Inc. (“**Vital Strategies**”) a not-for-profit corporation organized under the laws of the State of New Jersey with authority to do business in the State of New York with business address at 100 Broadway, 4th Floor, New York, New York 10005, and _____ (the “**Independent Contractor**”) whose address is _____.

Vital Strategies is engaging the Independent Contractor to provide the services set forth in this agreement pursuant to its work and mission.

Vital Strategies and the Independent Contractor therefore agree as follows:

1. **DURATION:** This agreement shall commence on the Effective Date and shall end on _____. This agreement does not ensure or obligate either party to renew the agreement for any additional period.
2. **CONTRACT MANAGER:** _____, an employee of Vital Strategies (“**Contract Manager**”), shall be the primary person responsible for ensuring Vital Strategies fulfillment of its obligations under this agreement and monitoring the Independent Contractor’s fulfillment of the terms of this agreement.
3. **SCOPE OF WORK:** The Independent Contractor will perform work commissioned by Vital Strategies (the “**Scope of Work**”) in accordance with the detailed plan and description in Annex A. The Independent Contractor has the discretion to determine the means and methods by which the Scope of Work will be performed, subject to any limitations set out in this agreement.

Site of work:

4. CONSIDERATIONS AND PAYMENTS:

4.1 In consideration for the work to be performed by the Independent Contractor in fulfillment of the obligations described in Section 3 and Annex B, Vital Strategies shall pay the Independent Contractor:

4.2 The total maximum amount of the agreement shall not exceed U.S. \$ _____

4.3 No payment shall be made without delivery of a signed invoice and approval by the Contract Manager. Invoices should include a description of the deliverables completed during the pay period.



- 4.4** Any gain or loss related to exchange rate fluctuation shall be borne by the Independent Contractor. Unless otherwise agreed to in writing, each party shall be responsible for paying their own banking fees and expenses as relating to the transfer and receipt of the funds agreed to under this agreement.
- 4.5** Reasonable estimated expenses related to the performance of this agreement must be included in Annex B to be eligible for reimbursement by Vital Strategies. All other work fees and expenses including those for travel and assignments, shall be borne by the Independent Contractor, unless otherwise agreed and listed in Annex B. Vital Strategies will not reimburse alcohol related expenditures.
- 4.6** Vital Strategies shall not be liable for any other compensation, benefit, or entitlement for the provision of the Scope of Work apart from the payments and reimbursements set forth in this Section 4.
- 4.7 Right to Audit:** The Independent Contractor shall establish and maintain a reasonable record or accounting that enables Vital Strategies to readily identify the Independent Contractor's assets, expenses, costs of goods, and use of funds related to this agreement. Vital Strategies and its authorized representatives shall have the right to audit, to examine, and to make copies of or extracts from records relating to this agreement kept by or under the control of the Independent Contractor. Such records shall be made available to Vital Strategies subject to a five-day written notice.
- 5. TRAVEL AND PERSONAL SAFETY:** The Independent Contractor acknowledges that any travel it undertakes in connection with this agreement is at its own risk.
- 6. INSURANCE:** The Independent Contractor's actions shall not be covered under Vital Strategies' insurance policies. The Independent Contractor is strongly encouraged to maintain appropriate and adequate insurance to cover the activities to be performed under this agreement with responsible and reputable insurance companies, in such amounts and covering such risks, as is usually carried by companies and individuals engaged in similar activities contracted to under this agreement. However, if the (i) Independent Contractor is based in the United States and (ii) the total value of this agreement is \$100,000.00 USD or higher, the Independent Contractor shall be required to maintain professional liability insurance for the duration of the agreement and provide Vital Strategies with documentation of such insurance.
- 7. NOTICES AND COMMUNICATION:**
- 7.1** Where in this agreement any communication is required to be given or made by either party, it shall be in writing and is effective if delivered in person, sent by ordinary or registered mail, or sent by e-mail to the address or addresses noted in Section 7.2. All communications sent by mail must also include an email specifying that notice by mail has been sent. The address of either party may be changed by notice in the manner set out in this provision.
- 7.2** All notices and communications concerning this agreement shall be addressed to the respective contact people as follows:



<p>For Vital Strategies:</p> <p>Name:</p> <p>Title:</p> <p>Vital Strategies</p> <p>100 Broadway, 4th Floor</p> <p>New York, New York 10005</p> <p>Email:</p>	<p>For the Independent Contractor:</p> <p>Name:</p> <p>Title:</p> <p>Independent Contractor's Name:</p> <p>Independent Contractor's Address:</p> <p>Email:</p>
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8. SERVICES:

8.1 The Independent Contractor shall promptly inform Vital Strategies of any possible change from the Scope of Work or any cause which may render the Independent Contractor unable to perform its obligations under this agreement. Any change from the Scope of Work shall be subject to prior written approval by Vital Strategies.

8.2 Except as explicitly provided in this agreement, the Independent Contractor shall furnish and pay for all labor, materials, services, facilities, equipment, and computer resources (including the Independent Contractor's intellectual property rights) necessary to meet its obligations under this agreement.

9. DELIVERABLES:

9.1 Related Documentation: The Independent Contractor shall provide Vital Strategies with all related documentation that is customarily provided with the type of work described in the Scope of Work (that documentation, the "**Related Documentation**"). Related Documentation shall be accurate, current, complete, and sufficient to enable an individual reasonably skilled in the applicable subject matter to use and maintain the Related Documentation without reference to any other person or materials.

9.2 Acceptance of Deliverables: The Independent Contractor shall complete the deliverables in a manner consistent with the degree of care and skill ordinarily exercised by members of the same profession. Vital Strategies shall review all deliverables under the Scope of Work as they are submitted. If the deliverables are unacceptable to Vital Strategies, Vital Strategies shall notify the Independent Contractor of any issues with the deliverables and may request that the Independent Contractor remedy the issues within a timeframe agreed upon with the Contract Manager. Payment under this agreement may be withheld until the issues are remedied.

10. RETURN OF MATERIALS: Upon expiration or termination of this agreement, the Independent Contractor shall cease to represent themselves as a Vital Strategies provider. If applicable, the Independent Contractor shall return to Vital Strategies all equipment, documents, files, and other materials which may have been delivered to the Independent Contractor or which the Independent Contractor may have created for the purposes of this agreement.

11. INTELLECTUAL PROPERTY:



11.1 Vital Strategies is not transferring its intellectual property or any rights therein to the Independent Contractor or any of its collaborators or subcontractors.

11.2 Upon completion of all payments provided herein, all work described in the Scope of Work shall be the property of Vital Strategies freely and without encumbrance.

12. WARRANTIES AND REPRESENTATIONS: The Independent Contractor, including the signatory below, warrants and represents that it has full right, power, legal capacity, and authority to enter into this agreement and to carry out all of its terms. The Independent Contractor will ensure all aspects of the work to be performed pursuant to this agreement will conform to professional standards reasonably expected for the work provided and meet all deadlines specified in this agreement.

13. LIABILITY AND INDEMNIFICATION:

13.1 Vital Strategies, its officers, employees, and agents, shall not be liable for any injury to the person, including death, or for loss or damages to the property of the Independent Contractor or of anyone else, occasioned by, or in any way attributable to the Independent Contractor under this agreement unless such injury, loss, or damage is caused by the negligence of an officer, employee, or agent of Vital Strategies acting within the scope of their employment.

13.2 The parties will mutually defend and forever hold each other and their officers, employees, and agents harmless against and from any and all third-party claims, lawsuits, judgments, and expenses arising out of any breach by the other party of any provision of this agreement or any misrepresentation made by the other party and its officers, employees, or agents. This paragraph shall survive the termination of this agreement.

13.3 The Independent Contractor shall be fully responsible for and indemnify Vital Strategies against any liability, assessment, or claim for:

- i. taxation made against Vital Strategies arising from or made in connection with the performance of the Scope of Work, where such recovery is not prohibited by law;
- ii. any employment-related claim or any claim based on worker status (including reasonable costs and expenses) brought by the Independent Contractor or any substitute against Vital Strategies arising out of or in connection with the provision of the Scope of Work; and
- iii. any liability incurred as a result of the Independent Contractor's failure to comply with any of the obligations set out in Section 13.

13.4 Vital Strategies may satisfy such indemnity (in whole or in part) by way of deduction from any payment due to the Independent Contractor, where such recovery is not prohibited by law.

13.5 SARS-CoV-2/COVID-19: The parties acknowledge that there are inherent risks due to the ongoing pandemic of COVID-19. The Independent Contractor assumes all COVID-19 related risks in completing the Scope of Work and shall hold harmless and indemnify Vital Strategies from any COVID-19 related claim arising out of the completion of the Scope of Work.



14. DEFAULT AND TERMINATION:

- 14.1** This agreement may be terminated by either party at any time upon 30 days prior written notice of termination to the other party. If a party wishes to only terminate certain portions of this agreement or alter the Scope of Work, that must be done consistent with Section 22.
- 14.2** Upon termination and settlement of payment for work performed before the date of termination, each party shall be fully and forever released and discharged from any legal and all obligations, covenants, or liabilities of whatsoever kind or nature in law or otherwise arising out of or in connection with this agreement.
- 14.3** If a party breaches this agreement, then the other party may terminate this agreement, at their option and without prejudice to any of its other legal or equitable rights, by giving the party who committed the breach seven days' notice in writing, specifying the breach. Notwithstanding, if a conflict of interest is discovered, Vital Strategies may immediately terminate this agreement consistent with Section 16.
- 14.4** If a party becomes insolvent or suspends its operations or files a voluntary petition or answer admitting to the jurisdiction of a court as to the material allegations of insolvency, or makes an assignment for the benefit of creditors, then the other party may immediately terminate this agreement by giving written notice of termination to the other party or its receiver.
- 14.5** Upon termination of this agreement, the Independent Contractor shall be paid for all work completed through the date of termination in accordance with this agreement, including reasonable and documented non-cancelable commitments, for no longer than 30 days following the date of termination. The Independent Contractor shall refund to Vital Strategies any prepaid amounts for deliverables that remain uncompleted or funds not dispersed prior to the date of termination, after which, Vital Strategies shall cease to have any obligation to make any payment to the Independent Contractor in respect of the costs incurred by the Independent Contractor after the date of termination. Any debt due to Vital Strategies shall be transferred by the Independent Contractor within 30 days of the termination date unless otherwise agreed to in writing.

15. NO AGENCY OR JOINT VENTURE: The parties are independent, and this agreement shall not be construed to impose an agency relationship or joint venture between the parties.

16. CONFLICT OF INTEREST: The Independent Contractor confirms that, to the best of its knowledge, it has no current conflict of interest which would affect its work under this agreement. The Independent Contractor shall notify Vital Strategies immediately upon discovery of a conflict of interest.

17. CONFIDENTIALITY: Both parties shall treat as confidential, for this agreement period and thereafter, any non-public information to which either party becomes privy to as a result of acting under this agreement (that information, the "**Confidential Information**"). The parties shall not disclose any Confidential Information to any other person or party which is not participating in this agreement. The parties shall keep the Confidential Information secure using reasonably accepted methods of security and protection based on the form of the information. This Section shall survive termination of this agreement.



18. NON-EXCLUSIVITY: Vital Strategies and the Independent Contractor do not have an exclusive relationship. Vital Strategies shall be free to select other Independent Contractors to conduct work that is within the expertise of the Independent Contractor. The Independent Contractor also retains the ability to conduct work on behalf of other parties subject to the limitations set out in Section 20.

19. FORCE MAJEURE:

19.1 If any party hereto is prevented or delayed from performing its obligations under this agreement as a result of an overwhelming event caused by forces of nature or acts of people which cannot be anticipated or controlled (such event or act, a “**Force Majeure**”), such prevention or delay shall not be considered as a breach of this agreement and that party shall be relieved from its obligations for the duration of such Force Majeure, provided however that there is a direct relation between such prevention or delay and the Force Majeure.

19.2 In the event of Force Majeure, the parties shall do their utmost to remedy the situation as quickly as possible. If the proper execution of the Scope of Work and this agreement is prevented or delayed due to Force Majeure beyond 30 days, either party shall be entitled to terminate this agreement with five days’ notice.

20. TOBACCO AFFILIATION: The Independent Contractor, in the past five years, has not had any business relationship with or knowingly received payment or other support from any tobacco product manufacturer or wholesaler, or from any e-cigarette or vaping manufacturer or wholesaler (“**These Industries**”), or any parent, affiliate, subsidiary, organization, or foundation with majority support from These Industries, or any person, interest group, advocacy organization, or other business or organization (other than a law firm or accounting firm) that represents the interests of These Industries (collectively, “**These Affiliates**”). The Independent Contractor currently does not accept and shall not accept financial or other support from These Industries or These Affiliates until at least one year after the end of this agreement. Failure to comply with this clause may constitute grounds for termination of this agreement and Vital Strategies shall have the right to demand and receive a return of all funds under this agreement, plus interest, as liquidated damages, other provisions of this agreement notwithstanding.

21. HARASSMENT; DISCRIMINATION; EXPLOITATION: Vital Strategies does not tolerate harassment, discrimination, retaliation, sexual or child trafficking, exploitation, or abuse, and we expect the same from everyone with whom we work. The Independent Contractor confirms: (i) it maintains and follows written policies that protect against harassment, discrimination, retaliation, and other workplace misconduct, and it provides mechanisms to report any such concerns; and (ii) it maintains a zero-tolerance policy against sexual and child trafficking, exploitation, and abuse and has taken measures to prevent and respond to such concerns, or alternatively, it agrees to abide by the provisions of Vital Strategies’ Protection from Sexual Exploitation and Abuse policy, which will be provided by the Contract Manager upon request. The Independent Contractor also agrees that it shall respond promptly to and cooperate in good faith with any potential misconduct investigation that Vital Strategies and its representatives may conduct into personnel performing obligations under or directly related to this Agreement.



- 22. AMENDMENT, MODIFICATION, WAIVER:** This agreement may only be amended or supplemented by an agreement in writing signed by the parties. No waiver by any party of any of the provisions of this agreement shall be effective unless set forth in writing and signed by the party so waiving. No waiver shall operate or be construed as relieving the other party of any of its obligations under this agreement unless expressly stated. Not exercising a right under this agreement or only partially exercising a right under this agreement shall not be construed as a waiver of that right.
- 23. GOVERNING LAW, JURISDICTION, VENUE:** This agreement shall be governed by, interpreted, and construed in accordance with the laws of the State of New York without regard to its conflicts of law principles. The parties consent to the exclusive jurisdiction and venue in the state and federal courts in the State of New York, New York City, for the purpose of any legal proceeding relating to or arising under this agreement. Prior to any legal proceeding, the parties agree to attempt amicable settlement of any dispute through a meeting between officers or other authorized representatives of each party.
- 24. COMPLIANCE:** The Independent Contractor will not enter into transactions with or provide any support to any individuals, entities, or groups subject to U.S. Treasury Office of Foreign Assets Control (“**OFAC**”) sanctions. The Independent Contractor will comply with the Foreign Corrupt Practices Act of 1977, as amended (“**FCPA**”) and all applicable international and local country anti-bribery and anti-corruption laws.
- 25. LOBBYING:** The Independent Contractor shall not engage in political campaigning or lobbying, as defined in Section 4911 of the U.S. Internal Revenue Code, under this agreement.
- 26. ETHICAL CONDUCT:** Vital Strategies is committed to conducting itself according to the highest standards of ethical conduct and seeks to avoid even the appearance of impropriety in its actions. The Independent Contractor is encouraged to report any concerns about Vital Strategies or any member of its staff to Vital Strategies through any mechanism covered in this agreement or by using the Vital Reporting Line accessible via vitalstrategies.org.
- 27. ENTIRE AGREEMENT:** This agreement constitutes the entire understanding between the parties with respect to the subject matter of this agreement and supersedes all other agreements, whether written or oral, between the parties.



The parties are signing this agreement on the date set forth in the introductory clause.

Name:

Title:

VITAL STRATEGIES, INC.

Name:

Title: