



SisTers PGH

Request for Proposals (RFP)

Community Safety & Security Training Services

Active-Threat Preparedness, De-Escalation, and Trauma-Informed Safety Consulting

Issued by:	SisTers PGH
Location:	Pittsburgh / Allegheny County, Pennsylvania
RFP Release Date:	9/21/26
Proposal Due Date:	10/5/26, 5:00 PM ET
Anticipated Award Date:	10/12/26, 5:00 PM ET
Anticipated Contract Period:	10/19/26 – 10/17/27
Submit Proposals To:	SisTers PGH Grants Email (grants@sisterspgh.org), cc Tamar Tipton, Executive Liaison (tamar.tipton@sisterspgh.org)
Funding Source:	Pennsylvania Commission on Crime and Delinquency (PCCD)

1. Organizational Background

Founded in 2013, SisTers PGH is a Black- and Trans-led nonprofit organization based in Pittsburgh, Pennsylvania. SisTers PGH operates Pittsburgh's only Black Trans-woman-directed community center and provides outreach, emergency and transitional housing, gender-affirming healthcare navigation, case management, and advocacy for transgender, gender-nonconforming, and BIPOC individuals across Allegheny County and southwestern Pennsylvania.

SisTers PGH's community programming — including its drop-in center, Stonewall Inn Pittsburgh, and public events such as People's Pride PGH — serves a population that experiences disproportionate rates of violence, harassment, and discrimination. As part of its commitment to staff and community safety, SisTers PGH is seeking a qualified vendor to provide safety and security training services that reflect the organization's trauma-informed, community-centered, and abolition-conscious values.



2. Purpose of this RFP

SisTers PGH is soliciting proposals from qualified individuals, firms, or organizations to design and deliver training in active-threat preparedness and response, de-escalation, and conflict prevention for SisTers PGH staff, volunteers, and community members. The selected vendor will help SisTers PGH build internal capacity to prevent, recognize, and respond to safety threats in ways that are trauma-informed, culturally responsive, and consistent with the organization's values — including approaches to safety that do not rely exclusively on law-enforcement intervention.

This RFP is issued in connection with funding from the Pennsylvania Commission on Crime and Delinquency (PCCD). All proposals must comply with the PCCD pricing requirements described in Section 5.

3. Scope of Services

SisTers PGH seeks a vendor capable of providing some or all of the following services. Respondents should indicate which components they are proposing to deliver.

- Active-threat preparedness and response training (e.g., recognizing warning signs, lockdown and evacuation procedures, incident command basics, run-hide-fight or comparable frameworks adapted for a community/nonprofit setting).
- De-escalation and conflict prevention training for staff and volunteers working directly with community members in crisis.
- Development of or consultation on a written safety and emergency response plan for SisTers PGH facilities and public events.
- Scenario-based or tabletop exercises tailored to SisTers PGH's physical sites (drop-in center, Stonewall Inn Pittsburgh) and public-facing events.
- Train-the-trainer components, where feasible, to help SisTers PGH build internal, sustainable training capacity.
- Ongoing technical assistance or refresher training, if proposed.

4. Vendor Qualifications and Required Experience

Respondents must directly address their organizational and staff experience in each of the following areas. Proposals that do not address each area will be considered incomplete.



1. Active-threat preparedness and response: Describe experience designing and delivering active-threat training, including specific curricula, certifications held by trainers, and settings in which this training has been delivered (e.g., nonprofit, school, healthcare, community-based).
2. De-escalation and conflict prevention: Describe your approach to de-escalation training, underlying models or frameworks used, and experience training non-security staff (e.g., social workers, case managers, front-desk/drop-in staff) to use these skills.
3. Trauma-informed approaches: Describe how trauma-informed principles are integrated into your training design, facilitation style, and materials, and how you adapt training for participants who may have histories of trauma, violence, or institutional harm.
4. Experience with BIPOC communities: Describe direct experience providing safety/security training to, or in partnership with, Black, Indigenous, and other communities of color, and how your approach accounts for the specific safety concerns and lived experiences of these communities.
5. Experience with transgender and LGBTQIA+ communities: Describe direct experience providing safety/security training to, or in partnership with, transgender and LGBTQIA+ communities and organizations, including staff competency with gender-affirming language, practices, and the specific threats (e.g., targeted harassment, hate violence) these communities face.
6. Experience with community-based/nonprofit organizations: Describe prior engagements with community-based or nonprofit organizations of comparable size, budget, and mission to Sisters PGH, including references.
7. Approaches to safety that do not rely exclusively on law-enforcement intervention: Describe your philosophy and specific practices for community safety that center non-police, community-based, or alternative response models, and how these are balanced with active-threat and emergency-response planning.

Respondents are also encouraged (though not required) to describe their own organizational identity and positioning, including whether the firm is BIPOC-owned, LGBTQIA+-competent, women-owned, or otherwise reflective of the communities Sisters PGH serves.

5. Pricing Requirements (PCCD Compliance)

This engagement is funded in part by the Pennsylvania Commission on Crime and Delinquency (PCCD). All proposed pricing must comply with PCCD's maximum allowable rates:



Rate Basis	PCCD Maximum Allowable Rate
Hourly rate	\$81.25 per hour
Daily rate	\$650.00 per day

Proposals must not exceed either maximum rate. Respondents should submit a detailed cost proposal that includes:

- Proposed hourly and/or daily rate(s), not to exceed the PCCD maximums above.
- Estimated number of hours or days required for each proposed service component.
- Any additional costs (materials, travel, certifications/completion cards, facility rental, etc.), itemized separately.
- A total not-to-exceed project cost.

Proposals that exceed the PCCD hourly or daily rate caps will be deemed non-responsive and will not be considered for award.

6. Proposal Submission Requirements

Interested respondents should submit a proposal that includes the following sections:

1. Cover letter (1 page) introducing the firm/individual and summarizing relevant qualifications.
2. Organizational overview, including ownership structure and any BIPOC-owned, LGBTQIA+-owned, or community-based designation the respondent wishes to disclose.
3. Responses to each qualification area listed in Section 4.
4. Proposed scope of work and training plan, mapped to Section 3.
5. Staff/trainer bios and relevant certifications.
6. At least three (3) references from comparable engagements, including at least one with a community-based or nonprofit organization.
7. Detailed cost proposal, per Section 5.
8. Proposed timeline for delivery.

Proposals should be submitted electronically as a single PDF to grants@sisterspgh.org, with Tamar Tipton, Executive Liaison (tamar.tipton@sisterspgh.org), copied, no later than October 5, 2026 at 5:00 PM ET.



7. Evaluation Criteria

Proposals will be evaluated using the criteria below. SisTers PGH reserves the right to request interviews or clarifying information from any respondent prior to final selection.

Criterion	Weight
Demonstrated experience in active-threat, de-escalation, and trauma-informed training	30%
Demonstrated cultural competency and direct experience with BIPOC and transgender/LGBTQIA+ communities	25%
Approach to community-centered safety that does not rely exclusively on law enforcement	20%
Cost-effectiveness and compliance with PCCD pricing caps	15%
References and experience with comparable community-based/nonprofit organizations	10%

8. Anticipated Timeline

Milestone	Date
RFP Release	9/21/26
Deadline for Questions	9/28/26
Proposals Due	10/5/26
Vendor Interviews (if needed)	10/6/26-10/9/26
Anticipated Award Notification	10/12/26
Anticipated Contract Start	10/19/26

9. General Conditions

- This RFP does not commit SisTers PGH to award a contract or to pay any costs incurred in the preparation of a proposal.



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- SisTers PGH reserves the right to reject any or all proposals, to negotiate with any respondent, or to cancel this RFP at any time.
 - All pricing must comply with PCCD requirements as described in Section 5.
 - SisTers PGH strongly encourages proposals from BIPOC-owned, LGBTQIA+-owned, women-owned, and community-based firms and individuals.

10. Questions and Contact

Questions regarding this RFP should be directed to SisTers PGH Grants Email (grants@sisterspgh.org), cc Tamar Tipton, Executive Liaison (tamar.tipton@sisterspgh.org) no later than 9/28/26. Answers to questions that may benefit all respondents will be shared with all parties who have submitted a Letter of Intent or otherwise notified SisTers PGH of interest.