

REQUEST FOR PROPOSALS
Virtual Trainings: Anti-racism, Decolonization and Anti-Oppression
in English and French

Issue date: July 16th, 2021
 Closing date: August 20th, 2021

White Ribbon is excited to release this Request for Proposals (RFP) for a consultant to develop and implement a 2 hour online training on anti-racism, decolonizing and anti-oppression in French and English to support White Ribbon’s work in the prevention of gender-based violence and fostering male-allyship

The consultant will:

- develop a curriculum (tailored content for Manitoba and Quebec) on anti-racism, decolonizing, anti-oppression and ensure the training meets each provinces accessibility requirements, while working in collaboration with White Ribbon staff;
- deliver two online trainings one in English and one in French, each two hours long in duration to White Ribbon Staff, partner agencies and the Youth Advisory Council; and
- write a post training recommendation report to support White Ribbon in integrating an anti-racism, decolonizing, anti-oppression lenses in the prevention of sexual exploitation and sex trafficking.

Deliverables and Due Dates

Deliverables	Timeline
Develop the curriculum for a comprehensive two hours virtual training on anti-racism, decolonizing and anti-oppression in both French and English for White Ribbon’s ownership and use: <ul style="list-style-type: none"> ● tailored content for Manitoba and Quebec grounded in youth-lived experiences; and ● tailored content to meet each province's accessibility requirements. 	Draft 1: September 17 th Draft 2: September 24 th Final: October 8 th
Develop evaluation tools to assess the training impact	Draft : October 1 st Final: October 8 th



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Deliver two online trainings (one in English and one in French) and build participants capacity to strengthen and enhance the application of anti-racism, decolonizing and anti-oppression frameworks within their work.	October 14 th
Provide recommendations to White Ribbon staff in aligning the curricula and social marketing campaign of the POSEY project with tools and resources that are being created through this consultancy.	Draft 1: October 22 nd Final: November 5 th
Develop recommendations to contribute to a greater collaboration and shared learning regarding the links between anti-racism, decolonizing, anti-oppression and male engagement in the prevention of sexual exploitation and sex trafficking.	Draft 1: October 29 th Final: November 12 th
Write a Summary of the Training, that includes recommendations on aligning the curricula and social media campaign and for the greater collaboration and shared learnings.	Draft 1: November 5 th Final: November 12 th

Consultant requirements

- At least 5-10 years experience working on anti-racism, anti-oppression, and decolonisation in the non-for-profit sector.
- Significant experience in developing curriculum, advocacy strategies and roadmaps to increase anti-racism, diversity, inclusion, and equity principles in programs and policies.
- Demonstrable experience facilitating training, interactive conversations and workshops about social justice, gender justice, racism, colonialism, gender, and intersectionality.
- Thorough understanding of Canada's political context and policy landscape in relation to indigeneity, women's and girls' rights, and national charities working on children, youth, and gender issues.
- Strong understanding of masculinities and engaging men and boys for gender transformation and gender-based violence prevention frameworks.
- Strong understanding of the distinctive realities of Indigenous, racialized and Francophone communities, particularly in Quebec and Manitoba.
- Strong understanding of child protection and safeguarding and how this applies to partnering with youth focused and youth-led organizations.
- Ability to deliver on tight time frames and meet deadlines.
- Proficiency in French and English.
- Experience working with organizations in Quebec and Manitoba is an asset.



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Evaluation Criteria

- Experience and qualifications of the consultant
- Experience and expertise in the development and delivery of high quality training
- Understanding of equity and access issues as they pertain to Indigenous, immigrants, refugees, newcomers, and racialized communities
- Demonstrated ability to integrate in-depth knowledge of gender equity, access, and anti-racism and anti-oppression into all aspects of the work
- Value for money
- Ability to meet expected timelines
- References and sample work

RFP Timelines

RFP issued: July 16th, 2021

Deadline for questions from consultant: August 13th 2021

Proposal submissions due date: August 20th, 2021

Award decision communicated: August 31st, 2021

Submission of Proposal

Please submit a proposal and budget along with a CV demonstrating relevant experience (PDF or Word) by 5pm on **Friday August 20th, 2021**. Please provide two references of individuals who consent to being contacted to discuss your work with them (name, telephone number, and email) and along with at least two examples (French- English) of training materials developed similar to the scope of work requested within this RFP.

Proposals can be sent to Esméralda ALABRE, Bilingual Community Engagement Manager, White Ribbon at ealabre@whiteribbon.ca

Code of Conduct

White Ribbon's mission is to engage men and boys, and those that identify as males in the prevention of gender-based violence by promoting equity and transforming social norms. Our services fall under the police designated "Vulnerable Sector", which requires a higher standard of behaviour. As such we require any partners, or secondary partners contributing to this project to adhere to the same high standard of behaviour as is the case with White Ribbon. This means that all contributing consultants must not have criminal convictions, outstanding charges, warrants, judicial orders, peace bonds, probation and prohibition orders, or absolute and conditional discharges.



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Should the consultants be awarded this RFP, they will be asked to further certify, in signing a Fee for Service Contract, that they have not previously engaged in or been accused of violence of any kind, including domestic, family or relationship violence, sexual harassment and assault, workplace bullying, discrimination of any kind, exploitation, human rights violations, or participated in or been accused of fraud.

About White Ribbon

White Ribbon is the world's largest movement of men and boys working to end violence against women and girls, promote gender equity, healthy relationships and a new vision of masculinity. Since its inception in Toronto in 1991, The White Ribbon Campaign has spread to over 60 countries around the world. White Ribbon asks men to wear white ribbons as a sign of their pledge to never commit, condone or remain silent about violence against women and girls. To learn more about White Ribbon, visit our website.

We work to examine the root causes of gender-based violence and create a cultural shift that helps bring us to a future without violence. Our vision is for a masculinity that embodies the best qualities of being human. We believe that men are part of the solution and part of a future that is safe and equitable for all people.

Mission:

We engage men and boys in the prevention of gender-based violence by promoting equity and transforming social norms. We challenge and support men and boys to realize their potential to be part of the solution in ending all forms of gender-based violence.

Vision:

A future free from gender-based violence.



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“Annex 1”: About the Preventing Online Sexual Exploitation with Youth (POSEY) Project.

This new project complements the sexual exploitation prevention work that White Ribbon is implementing to intervene and prevent at-risk youth from experiencing violence over the internet. This project will support youth that belong to disenfranchised communities within Manitoba and Quebec (i.e., BIPOC, 2SLGBTQ+,) or are at-risk (e.g., those that experience poverty, precarious housing, physical and sexual abuse, marginalized youth, struggle with self-esteem, addictions, discrimination, mental illness, and developmental disabilities).

In collaboration with community based / national partners, this project will develop a prevention-focused social marketing campaign to create awareness on the different forms of online sexual exploitation and its root causes, share survivor stories of resilience, and redress the stigma of survivors coming forward.

In addition, using new digital assets and adapted sexual exploitation prevention resources created in the WR POSET project, White Ribbon will engage vulnerable youth, to reduce fear of reporting, and enhance their awareness to prevent online sexual exploitation, with a focus on interrupting the grooming process on various online platforms.

White Ribbon POSEY Project Objectives

1. To increase awareness and knowledge of online sexual exploitation, including the root causes, forms, and warning signs, with vulnerable youth in Manitoba and Quebec.
2. To reduce the stigma in victims reporting crimes, by developing compelling digital tools which feature survivors sharing their stories, and positive male role models.

Profile of Training Participants

The training program is intended for White Ribbon Staff, partner agencies and the Youth Advisory Council for the POSEY project. The training aims to enhance their knowledge and capacity in anti-racism, anti-oppression, and anti-colonialism and to equip participants with the appropriate tools, good/best practices using critical frameworks of analysis allowing them to better understand the different layers of marginalization and systemic barriers that minorities youth are experiencing in the prevention of online sexual exploitation. Also address the unique challenges of Indigenous, racialized youth in Manitoba and Quebec.