



Request for Proposals for Consultant
Development of an Anti-Oppression and Equity Action Plan

Response Deadline: Monday November 1, 2021

Project Background:

Langs was established as a community development project in 1978 by a group of concerned citizens. Since then, Langs has grown to become a dynamic, respected multi-service organization that uses a community development approach to provide comprehensive health, social and recreational services that are responsive to the changing needs of our community. Langs is a multi-site organization providing programs and services at multiple sites including our main site, The HUB@1145; our satellite site in North Dumfries, the HUB@2958, our Youth and Teen Centre, GROW Community Centre and the Regional Coordination Centre.

Since March 2020, when the World Health Organization declared the novel Covid 19 virus a pandemic, Langs, along with the rest of the world has seen much of what we have known as “normal” in our pre-Covid world shift. Over the past year, responsiveness to patients and participants’ changing needs was paramount, and as we begin locally to cautiously feel the weight and pace of the past year begin to lift and ease, Langs is committed to reflecting on the year behind us.

The pandemic continues to amplify the vulnerability of certain populations in achieving their full health potential. Discrimination, access to health services and unsafe living conditions all increased the spread of Covid 19 in populations experiencing individual and systemic oppression.

At Langs, we know and understand that there is systemically rooted power and privilege in our local and global society. Oppression is a known determinant of health; and racism and oppression degrade the health of various populations within our local and global community.

Langs’ commits to anti-oppressive and anti-racist practices, with accountabilities across all levels of the organization, including our Inclusion and Anti-Oppression policy, and broader accountability through the Canadian Centre for Accreditation for Community-Based Primary Care Organizations.

Provincially, our commitment to anti-racism, anti-oppressive practice is guided through the Alliance of Healthier Communities’ Health Equity Charter.

As we move into 2022, Langs’ recognized this as a time to pause and reflect on our past “normal”, and to reimagine a post Covid world, that builds on Langs Inclusion and Anti Oppression policy. We recognize this is long, hard and complex work that requires ongoing

and sustained resourcing and commitment to implement changes in a meaningful and impactful way.

The Project:

1. The project requires completion of an Organizational Environmental Scan to assess the extent of racism, oppression, diversity and equity at Langs. The consultant would work with Langs identified staff to develop, implement and present the organizational environmental scan during the fall/winter (Dec-Jan 2022).
2. The project requires completion of an Organizational Anti-oppression and Equity Action Plan that provides direction to Langs' leadership team, and Board of Directors, with completion March 2022.

The Action Plan be guided by the following principles:

Data informed priority actions

A plan for stakeholder engagement, guidance, and governance

An evaluation strategy to measure achievement of outcomes.

To this end, Langs is inviting interested consultants respond to this RFP, outlining a plan to complete the following objectives and outcomes:

The Objectives/Outcomes

1. Organizational Environmental Scan:

Provide a snapshot of racism, oppression, diversity, and equity of Langs through, but not limited to:

- Review of identified Langs' policy manuals, such as Service Manual, HR Manual etc;
- Review of existing, available diversity City census data, and available Langs data
- Review of hiring and volunteer recruitment practices, including screening, postings, interview practices and onboarding policies.
- Staff and Board engagement through surveys to answer questions related to racism, oppression, diversity and equity at Langs; and
- Review and consideration of the Canadian Centre for Accreditation expectations prioritizing Human Resources, and Governance and Organizational Foundation.
- An AODA audit to help the organization improve its AODA requirements through a lens of racism, oppression, diversity, and equity.

2. Completion of an Organizational Anti-Oppression and Equity Action Plan

Develop and present an organizational Anti-Oppression and Equity Action Plan Action Plan that includes the following types of action items but is not limited to:

- Recommendations to address gender neutral language within Langs' policies and procedures
- Recommendations of an unbiased process for recruiting employees/volunteers
- Provide advice on the type of training, learning, coaching and dialogue opportunities on equity, diversity, inclusion, anti-oppression, and anti-racism that Langs should be

providing for all staff; managers; management team; and board of directors, and others as deemed relevant, as an example: training in how to be more culturally competent, to help the organization understand and work with cultural differences

- Recommendations on out to make the work environment more inclusive (e.g., welcoming practices for staff, make facilities more inviting to diverse groups)

Role of the Consultant:

We are inviting interested consultants to submit a proposal and provide details on the following scope of work:

Submission of Proposal:

Interested consultants should prepare and submit a brief 8-10 page proposal that outlines the following information:

1. A description detailing the process that you will undertake to meet the outcomes described below, including a detailed work plan and timeline to achieve the project by March 2022.
2. A detailed description of your consulting experience as it relates to anti-oppression and/or anti-racism, including any specific examples of the outcomes achieved.
3. Two references who can speak to your ability to meet project outcomes and timelines, your experience in supporting complex system-level and/or organizational change.
4. An estimated cost to deliver outcomes, based on the outlined budget.
5. Clarifying questions are welcome. Please contact Julie Watts – Social Work Manager at juliew@langs.org

Selection Criteria:

The successful consultant will be selected based on the following criteria:

- Previous experience working with similar projects with community-based organizations
- Expertise in Diversity, Inclusion, Equity and Cultural Safety framework design
- Ability to create honest, safe(r) and brave(r) spaces to support open dialogue and learning
- Be skilled in viewer engagement on video conferencing platforms such as Zoom
- Ability to complete the project within established timeframes (November to March 2022)
- Ability to work within the project budget parameters, of \$15000-\$20000

Submission Deadline:

Interested consultants should prepare and submit an electronic PDF copy of their proposal outlining their ability to meet the selection criteria and including references. The deadline for submission is noon on Monday November 1, 2021.

Virtual or in person meetings may be scheduled the week of November 15-19, 2021.

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All submissions are appreciated; however, only those selected for consideration will be contacted.