



Canadian Mental
Health Association
British Columbia

REQUEST FOR PROPOSAL

Anti-Racism Training at CMHA BC Division

The Canadian Mental Health Association – BC Division invites proposals from experienced anti-racism facilitators to provide anti-racism training at our BC Division offices in Vancouver and Victoria. The Canadian Mental Health Association – BC Division works with a wide variety of stakeholders, including but not limited to general public, government, CMHA Federation, CMHA Branches, other advocacy agencies and community partners. CMHA BC has about 100 employees and most employees are still working remotely due to the pandemic. More information about our history and programs can be found at <https://cmha.bc.ca/>

Scope of Work:

Goals for the training are focused around increased awareness and learning about race and anti-racism, and to help continue our work towards creating a cultural inclusively atmosphere in the workplace.

Training Goals: By the end of the proposed training staff will have gained knowledge in race and anti-racism through this training, including:

- Identifying terms
- Learning inclusive forms of language
- Self-introspection on racial biases and privilege
- Examining the impact of racism on mental health – for staff and those who access our services
- Understanding the experiences of BIPOC
- Learning about allyship
- Understanding the importance of Indigenization efforts and decolonization

By the end of the training, our goal is that staff:

- will have discussed concrete ways in which these learnings can be applied to their everyday work lives
- feel that the organization is actively working towards a positive working environment and cultural inclusion

Project Timeline: April 01st 2021 – March 31st 2022

Expertise Required:

- An advanced degree in the Social Sciences and at least 5 years of experience in anti-racism initiatives, anti-oppression, and decolonial frameworks, trainings, strategies and implementation

- Experience in facilitating organizational trainings in complex non-profit environments
- Experienced with organizational domains including human rights principles, human resources, leadership, governance, stakeholder engagement, and EDI data collection
- A strong understanding of the non-profit sector in BC as well as public health
- Demonstrated commitment to anti-racism and EDI principles
- Excellent interpersonal and intercultural communication skills.
- Ability to write concise reports and presentations in plain language
- An understanding of the mental health field in BC is a strong asset.

Proposals are invited from anti-racism trainers and facilitators who have experience working in large non-profit environments.

Proposal Requirements:

Please send a proposal of maximum 4 pages outlining:

- Your qualifications and experience (0.5 – 1 page)
- A detailed description of how the work will be undertaken (3-3.5 pages) including:
 - Pre-training audit of race/racism/anti-racism at CMHA
 - Anti-racism training methodology and proposed structure for a virtual audience
 - A description of how the training will work to provide a culturally safe space
 - A brief timeline
- Monitoring and evaluation of training including:
 - An examination of whether the training met staff expectations, was culturally safe, and staff perceptions of the organizations' commitment to EDI principles and how they have changed with the result of this training
 - Measuring what specific knowledge and skills staff have gained on anti-racism as a result of the training
- A proposed budget (1 page) outlining all costs including facilitation, materials and resources, etc

Reasonable expenses will be covered by CMHA BC. Please submit your proposal, clearly stating 'Anti-Racism Training' in the subject line to cmha.careers@cmha.bc.ca by 5 pm March 12, 2021.