



**CALGARY
FOUNDATION**
FOR COMMUNITY, FOREVER

CALL FOR EXPRESSION OF INTEREST

Calgary Foundation

Co-designing Racial Equity Learning Experiences for Philanthropic Organization

Submit questions and expressions of interest to:

Tim Fox / VP Indigenous Relations & Equity Strategy

tfox@calgaryfoundation.org

and

Djaka Blais-Amare / Director, Grants & Racial Equity Strategy

Dblais-amare@calgaryfoundation.org

Closing Date: July 21 st, 2022

Calgary Foundation is seeking a Canadian non-profit organization, consulting firm or individual(s) to engage in a co-designing process to develop learning experiences and other resources focused on key competencies to advance racial equity and justice to help our stakeholders gain these competencies.

How We Got to This Point - Background on Our Recent Racial Equity Journey

Calgary Foundation is working on becoming a learning organization, integrating racial equity and anti-racism in all aspects of our work. We have engaged in several actions including a racial equity audit of our organization. Our [Racial Equity Journey: Winter 2021 Update](#) provides a brief snapshot of our journey thus far. As part of our racial equity strategy, we are developing a racial equity learning plan for the organization. This includes identifying key competencies to advance racial equity and justice, and developing learning experiences and other resources to help our stakeholders gain these competencies. The learning plan isn't static; it will evolve as our organization and stakeholders evolve. The plan will consider individuals, the organization and community. Our racial equity learning plan is integrated with Reconciliation/Decolonization, Systems Change and other learning areas of the organization.

WHAT WE NEED

Scope of Work

- Inform the development of a racial equity learning plan for the organization
- Provide input on key competencies to advance racial equity and justice listed below

- Co-design learning experiences and resources to help our stakeholders (staff, board, volunteers) gain these competencies
- Co-deliver, alongside designated CF staff, learning experiences for our stakeholders

Please indicate which areas of the scope of work align with your strengths. We are open to a phased approach for this work and submissions addressing only part of the work.

The budget and timeline are negotiable.

Key Competencies to advance racial equity and justice

We have identified the following key competencies and are open to input on this list.

Baseline Concepts	<ul style="list-style-type: none"> • Power & Privilege • White fragility (and getting passed that) • Class • Intersectionality (Racial equity lens intersecting with other lenses) • Anti-oppression • Unconscious bias – acknowledging bias • Micro-aggressions • Brave space principles / accountable space • Bystander experiences and how to navigate scenarios
Canadian and Local Context	<ul style="list-style-type: none"> • Local and Canadian context racial equity • Roots of inequality – history informing systemic racism that exists – History of Racism in Canada • Local racialized communities, different perspectives on our Vital Priority areas – relationship building, position of learning and reciprocity
Calgary Foundation Context	<ul style="list-style-type: none"> • Identifying and acknowledging where the work of Calgary Foundation has perpetuated or reinforced systemic racism. Identify steps towards restitution/reparations. • How equity and anti-racism will permeate all the work of the foundation (finance and investment in particular)
Other	<ul style="list-style-type: none"> • Space for healing (talk through trauma, lead to action that may/may not have capacity to participate in)

Who are we looking for?

We will use the following criteria to select a consulting firm or individual(s) to conduct this work:

- Centering leadership and voices of Indigenous and racialized individuals

- Willingness to co-design learning experiences and resources with the Calgary Foundation team
- Demonstrated commitment to operationalizing racial equity within your organization
- Experience undertaking equity audits, with a strong preference for racial equity audits
- Experience working with organizations going through culture transformation
- Understanding of the charitable sector in Calgary and area
- Shows willingness to learn everything they can about Calgary Foundation
- Approach grounded in decolonization, anti-racism and anti-oppression
- Proven experience engaging with community, especially Indigenous peoples, Black and other racialized communities, as well as grassroots initiatives
- Can demonstrate facilitation experience, drawing from complementary and innovative methodologies, working in online spaces such as Zoom
- Be comfortable addressing sensitive topics with humility, confidentiality and grace

We consider ourselves an equity employer and encourage all those who identify as Black, Indigenous, People of color, settler decent, or have other intersecting identities to consider this opportunity.

Intellectual Property

Our hope is for products/material developed and designed to be open to share and for knowledge mobilization that supports our systemic change process related to racial equity moving forward.

Following submission of your expression of interest we will invite you for a conversation to determine a shortlist of candidates for our selection committee.

HOW TO SUBMIT

Complete the attached form to submit your Expression of Interest:

<https://forms.office.com/r/BT8eQW6byS>

Deadline: July 21st , 2022

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Thank you for your interest!