



REQUEST FOR PROPOSAL – Black Focused Organizational Models

Eva's Initiatives for Homeless Youth is seeking a consultant to collaborate with us in identifying Black-focused organizational models through a jurisdictional scan. These models will support Eva's in implementing its strategic priorities to center Black youth.

SUBMISSION DEADLINE: March 12th, 2024

ORGANIZATION Profile

Eva's provides shelter, transitional housing, and health and well-being programming to help youth experiencing or at risk of homelessness in Toronto. Our expert staff help young people in need reach their potential and lead fulfilling, healthy lives.

Eva's was founded in 1989 by Eva Smith, a Jamaican immigrant, advocate and activist. Eva's consists of four sites located across Toronto that support youth between the ages of 16 to 24.

At Eva's, we help young people move from crisis to stability with the goal of moving to independence. We work with each young person to develop an achievable action plan, attain their goals, and build strong community connections.

Our programs are open to all youth and are culturally responsive and trauma-informed to meet the unique needs of Black youth.

We use anti-Black racism and anti-oppression lenses to center the needs and experiences of youth experiencing homelessness, placing intentional emphasis on serving Black youth who have been historically and continually underserved and marginalized across the social services spectrum.

Eva's was recognized by Charity Intelligence as one of the Top 10 Impact: Canadian Youth Charities of 2022.

For more information, visit www.evas.ca.

OVERVIEW

ORGANIZATION HISTORY

Our organization's innovative approach to supporting youth experiencing homelessness started with our founder, Eva Maud Smith. Her legacy remains central to the work we do today. Eva's was founded in 1989 by Eva Smith under our original name, North York Emergency Home for Youth. Eva Smith was a Jamaican Immigrant and Black community leader whose heart was drawn to our city's young people. She realized that the experience of homelessness had become a barrier for some. A trailblazer, Eva shed light on hidden youth homelessness, showing decision-makers the scope of the problem and rallying supporters to do something about it. She demonstrated that adult

shelters were missing the specialized supports youth needed to avoid chronic homelessness in the long term. Although Eva Smith passed away in 1993, her spirit lives on. In 1994, one year after her death and five years after the founding of the organization, Eva's Place, the first physical shelter for young people was established. In 2001, the name of the organization was changed from the North York Emergency Home for Youth to Eva's Initiatives for Homeless Youth. Today, Eva's serves hundreds of young people and their families every year, offering a unique combination of safe shelter and housing, training, and life skills programs.

Mission: Inspiring and valuing youth leadership, we centre the needs of Black youth at all the intersections of their identities to cultivate a community that creates anti-racist and social justice solutions to youth homelessness.

Vision: Strong and diverse Black youth live in thriving communities with a safe place to call home, with the support, respect, equity, engagement, and community belonging they need to flourish.

Values

We are a proud Black legacy organization founded by Eva Maud Smith. Eva's centres the intersectional needs of the youth we serve.

We are committed to:

- Youth leadership
- Centring Black youth
- 2SLGBTQ+ positive programs and spaces
- A healthy, joyful, and engaged work culture
- Community collaboration
- Program innovation
- Anti-racism and anti-oppression leading to social justice and systems change
- Accessibility and equity in service delivery and all our operations
- Housing as a human right

Strategic Priorities

- Centering Black Youth
- Innovation- In Our program Evolution
- Deliver-Evidence-Based Thought leadership and Action
- Build The House Stronger

<https://stratplan.evas.ca/>

DESCRIPTION & SCOPE OF WORK

Eva's is seeking the expertise of a knowledgeable and experienced consultant to assist us in the identification, evaluation and implementation planning of Black-focused governance, service and organizational models for Eva's. We are looking for a professional who can conduct a thorough assessment of existing models, analyze their effectiveness, and guide us in the development of implementing a, Black-focused model and approach.

1. Assessment of Existing Models:

- Conduct a thorough scan of the organization's readiness as it prepares to integrate a Black focused model.
- Evaluate the effectiveness of existing models in addressing the unique needs and challenges faced by the Black community.

- Identify strengths, weaknesses, opportunities, and threats associated with the current models.
- 2. Benchmarking & Best Practices:**
 - Research and benchmark other Black-focused models implemented by organizations in similar industries or contexts.
 - Identify best practices and lessons learned from these models to inform the development of a customized approach.
- 3. Framework Development**
 - Collaborate with Eva's leadership to design a Black-focused model that aligns with our mission, values, and organizational goals.
 - Develop a detailed implementation plan with clear steps, milestones, and timelines.
 - Ensure the model integrates with existing organizational structures and practices.
 - Formulate a change management approach that promotes cohesion, ensuring a smooth transition towards the new framework.
- 4. Stakeholder Engagement:**
 - Engage with key stakeholders, including employees, leadership, and external partners, to gather insights, feedback, and perspectives.
 - Facilitate workshops or focus groups to ensure diverse voices are heard in the development process.
- 5. Comprehensive Sector Report**
 - Draft a comprehensive report detailing models across the sector, providing a thorough analysis of prevailing, Black-focused approaches.
 - Include insights into innovative practices and emerging trends that can enhance our approach.

Proposal Requirements

The proposal should include the following and be electronically submitted to the email address below:

- Detailed description of deliverables and outcomes with a timeline and estimated costs
- Experience providing consulting services, including deep knowledge with a specific focus on addressing anti-Black-racism.
- Experience developing governance structures with Black organizations.
- Experience and philosophy regarding your work as part of a multicultural/multiracial team
- 2 samples of work produced from similar types of projects.
- Contact information for a minimum of three (3) relevant references.

MANDATORY REQUIREMENTS

- 3 relevant references
- 2 samples
- Timeline
- Budget
- Company Overview
- Information for all involved consultants
- Proposal submitted on or before deadline.
- The firm shall certify that they are an equitable employer that is guided and anchored through an anti-racism lens.

Proposal should be limited to 4 pages (excluding supplemental attachments).

Basis of Awarding Selection

Eva's Black Focused Organizational Models will be reviewed by a panel alongside the Sr. Director of Equity for applications.

An engagement letter will be signed between the firm/consultant and Eva's, who based on an evaluation of all responses, is determined to be the most suitable to meet the requirements of Eva's. Evaluation criteria:

- Relevant experience in assessing and implementing governance structures, particularly those focused on the Black community.
- Methodology for conducting the assessment and development of the Black-focused model.
- Fulsome response to proposal requirements.
- Assessed capacity to complete the required work within the timeframe.

The selection of the successful proposal is within the sole discretion of Eva's. Eva's reserves the right to waive any defects or informalities in any proposal, to reject any or all proposals, to take any or all proposals under advisement, to request new or additional proposals or to accept any proposal as may be deemed to be in Eva's interest in meeting the standards of suitability, quality, price & value.

Eva's reserves the right to terminate the agreement with 30 days' written notice to the firm. The agreement may be terminated immediately if the firm fails to perform according to specified service requirements expected by Eva's.

Terms of Contract

The term of the contract is 3 months. The contract will require all consultants to sign a Non-Disclosure Agreement

Questions and Submission

Participants may submit questions and their final proposal via email to rfp@evas.ca

Confidentiality

All submissions will be treated as confidential between Eva's Initiatives for Homeless Youth and each participant. Eva's Initiatives for Homeless Youth will not disclose contents to other participants or the public. Eva's Initiatives for Homeless Youth reserves the right to discuss submissions with its consultants and related parties.