



REQUEST FOR PROPOSAL – Anti-Oppression Trauma Informed Counselling

Eva's Initiatives for Homeless Youth is seeking proposals from qualified contractors to provide counselling services to our staff, with a variety of lived experiences and identities. They will provide services that are trauma informed, anti-oppressive and center an anti-Black racism framework.

SUBMISSION DEADLINE: February 26, 2024

RFP will be posted until filled.

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.

Guiding Principles

- Eva's is a Reflective, Learning Organization
- Eva's puts Young People at the Centre
- Eva's is Relationship Focused
- Eva's Approach is one of Justice Doing <https://www.evas.ca/about-us/>

DESCRIPTION & SCOPE OF WORK

Eva's invites qualified and experienced contractors who can demonstrate their ability to perform and have a proven record of success in providing counselling to individuals using a trauma informed, anti-oppressive approach. Specifically, we are inviting counsellors who also bring a deep specialty in understanding and have a demonstrated history in applying an anti-Black racism approach within their practice. Proposals must demonstrate that the counsellor meets the qualifications to be eligible for consideration as well as a clear understanding of Eva's as a Black legacy organization rooted in the Black community of Toronto.

Objective:

The main objective of the counsellor is to promote the health, wellness, and safety of Eva's staff.

Scope:

This counselor will deliver timely, comprehensive, and confidential trauma-informed support to Eva's through both group and individual sessions.

The chosen individual will offer individual and group support for processing key instances identified by our Service Delivery Team. These services encompass on-site interventions and necessary follow-ups. Techniques rooted in practices like cognitive behavioral therapy and Narrative therapy methods will be employed. The meeting will address long-term and short-term reactions to such incidents, coping mechanisms, and individual counseling, along with follow-ups as needed.

Counselling Services:

The counseling services to be provided by the contractor will encompass the following elements:

- Delivering clinical support to our service delivery team through both group and individual sessions.
- Integrating trauma-informed principles and practices into meetings.
- Assisting team members in developing and enhancing their understanding of trauma, including vicarious trauma, racial trauma, and intergenerational trauma.
- Providing a space for processing critical incidents.
- Demonstrating an understanding of the unique needs of client populations within Eva's and the broader shelter context and providing support accordingly.

Method of Delivery:

- Face to face counselling
- Telephone counselling
- Video Chat counselling

Reporting:

Monthly, quarterly, and annual reports must be submitted electronically or via hard copy to the Senior Manager of Equity.

The required reports are:

1. Program Evaluation and Statistical Reporting which include number of cases, types of issues and consulting services provided.
2. Program Satisfaction Survey.

Proposal Requirements

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

- An outline of the contractors' experience in providing culturally sensitive, trauma informed counselling centering an anti-Black racism lens.
- An outline of the contractor's experience with not-for-profit organizations.
- An outline of the philosophes and values of the contractor's company.

MANDATORY REQUIREMENTS

- 3 relevant references
- 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 Senior Site Managers and Senior Manager of Equity will review all applications.

An engagement letter will be signed between the contractor 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:

Experience in providing culturally sensitive trauma informed counseling with a specialization in anti-Black racism, Equity, Diversity and Inclusion work.

- 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 contractor. The agreement may be terminated immediately in the event of the contractors failure to perform in accordance with specified service requirements expected by Eva's.

Terms of Contract

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 general public. Eva's Initiatives for Homeless Youth reserves the right to discuss submissions with its consultants and related parties.