



## **Request for Proposals: Independent Contractor**

### **Creating a Collective Impact Backbone Organization for the Gender Based Violence Sector (in transition from the Family Violence Prevention Program Sector).**

#### **Scope of work:**

The Family Violence Consortium of Manitoba (FVCM) is seeking proposals from qualified individuals to conduct a comprehensive review of the needs of the current agencies funded by the Family Violence Prevention Program (FVPP) of the Province of Manitoba and provide recommendations for creation of a Collective Impact Backbone Organization that will support the Gender-based Violence sector going forward.

**Collective Impact** is a network of community members, organization and institutions who advance equity by learning together, aligning and integrating their actions to achieve population and system level change.

The **Family Violence Consortium of Manitoba** (FVCM) represents over 30 Family Violence Prevention Program funded (Province of Mb) agencies consisting of shelters, second stage housing, resource centres, urban support programs and specialized services across the province of Manitoba. All groups provide services to adult individuals, children and families who are impacted by violence and abuse.

#### **Vision**

Healthy strong communities and people, with women (gender diverse folks) and families who are proud and empowered; well supported by organizations and programs who honour their stories, recognize the impact of colonialism, and work collaboratively to share, undertake and give voice to best practices.

#### **We believe...**

That all elements of the overall caring and support 'systems', both public and community, have a responsibility to see an end to family/gender-based violence and to bring about conditions of thriving and succeeding within our province and beyond.

#### **Timelines:**

Consultation and scope of work would begin August 2023 and should be completed with all deliverables met by March 31, 2024. A draft report to be completed by January 22, 2024.

The successful applicant will be required to conduct consultations with all funded FVPP agencies to determine priorities, capacity and needs related to each agency as well as overall system strengths and challenges of the sector. Travel to all regions of the province may be

required. This research will then inform recommendations around establishing a Backbone Organization for the sector in a formal report. This report will summarize all the interviews, process taken and resulting recommendations.

The successful consultant will communicate directly with the FVCM Executive. Dissemination and recommendations from the report is the responsibility of the FVCM Executive.

### **Scope of Consultation**

- FVPP funded agencies (see appendix A for list of agencies) each requiring individual consultation.
- Consult with Gender Equity MB (formerly Status of Women), Department of Families – Province of Manitoba Executive Director to align with Manitoba’s Framework on Gender Based Violence and the National Action Plan on Gender Based Violence, including potential scope for funding for a new Backbone Organization.  
[Publications | Manitoba Status of Women \(gov.mb.ca\)](#)  
[The National Action Plan to End Gender-Based Violence - Women and Gender Equality Canada](#)
- Literature review/sector scan related to the FV/GBV sector across other regions that may inform a collective impact model.
- Specifically address what current gaps exist, what priority areas for advocacy, capacity building, collaboration and collective impact would need to be addressed by a Backbone Agency.
- Collection of data, analysis and comprehensive report including recommendations (based on collective stakeholder feedback) for a Backbone Agency including (but not limited to): vision/mission documents, defined structure/governance structure, required staff positions and job descriptions, budget, work plan (i.e. Action items and target dates).
- Develop a process for selecting the recommended structure.

### **Sector Review**

Creation of a comprehensive report and recommendations focused on key areas including.

- Collective Impact 2 day sector retreat (Feb 9 & 10, 2023).
- Assess funded agencies resources, capacity and priority needs (including system barriers).
- Assess gaps in the sectors continuum of services and collaboration across the funded sector.
- Assess and identify recommendations for possible options for Manitoba Association of Women’s Shelters (MAWS) and the Backbone organization to work together (For example, amalgamation or co-existing structures).
- Assess ways in which the 2SMMIWG+ Implementation Committee and the new Backbone organization may work in collaboration.
- Identify areas of Advocacy/shared voice that are priorities.
- Assess capacity and training needs across the funded sector.
- Assess data collection gaps across the funded sector.

## **REQUIRED QUALIFICATIONS:**

- Understanding of not-for-profit environments, collective impact models and gender based analysis.
- An ability to implement the Truth and Reconciliation Commission of Canada: Calls to Action and the National Inquiry into Missing and Murdered Indigenous Women and Girls: Calls for Justice into the research, analysis and recommendations.
- Excellent interpersonal and communication skills; specifically, community outreach and community conversations.
- Exceptional written communication and the ability to produce comprehensive reporting documents.
- Exceptional project management skills; collect and analyze data, brainstorm strategies, organized and able to disseminate information clearly and concisely.
- Driven, reliable, analytical problem solver with the ability to meet deliverables within set timeframes.
- Demonstrated ability to work from a decolonial, anti-racist lens, with a strong understanding of intersectionality, and inclusion of lived experience and local context.

## **Proposal Guidelines and Requirements**

Proposal must be submitted by email and include the following:

- Qualifications and knowledge in consultation and organizational design projects including: research, data/interview collection and report writing.
- Describe in detail your methodology (approach and process) for developing and implementing a consultation plan. This methodology should balance appropriate level of engagement as well as efficiency related to the timeline of the project.
- Detailed Project Structure including: activities/work plan, timelines with clear deliverables on progress made towards milestones.
- Detailed fee proposal including: costs (inclusive of all expenses including consultant fees, technology, travel, etc.) and timelines for invoicing and payment schedule.
- Three letters of references that have used your professional services for a similar project in the last 5 years.
- Provide an example of a document reflecting a similar project.

The Deadline for submission is **Monday June 26, 2023 at 4:30 p.m. (CST)**

**Please submit proposal to:** Cynthia Drebot ([cynthia@newcentre.org](mailto:cynthia@newcentre.org))

Please state “RFP FVCM Hiring Committee” in the subject line of your email

**Appendix A:**

| <b>AGENCY/ADDRESS</b>   |
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| <b>SHELTERS</b>   |
| Eastman Crisis Centre Inc.<br>AKA Agape House<br>Box 3130, Steinbach MB R5G 1P5                           |
| Ikwe-Widdjiitiwin Inc<br>Box 1056, Winnipeg MB R3C 2X4  |
| Nova House Inc.<br>Box 337, Selkirk MB R1A 2B3  |
| Velma's House<br>(Ka Ni Kanichihk)<br>566 Bannatyne Avenue, Winnipeg MB R3A 0G7                           |
| Willow Place Inc.<br>Box 1786, Winnipeg MB R3C 2Z9  |
| Parkland Crisis Centre Inc.<br>Box 651, Dauphin MB R7N 2V4  |
| Prairie Harbour Inc.<br>Box 1541, Portage la Prairie MB R1N 3P1   |
| South Central Committee on Family Violence<br>Inc.<br>AKA Genesis House<br>Box 389, Winkler MB R6W 4A6    |
| The Pas Committee for Women in Crisis Inc.<br>AKA Aurora House<br>Box 3779, The Pas MB R9A 1S4            |
| Thompson Crisis Centre Inc.<br>Box 1226, Thompson MB R8N 1P1  |
| YWCA of Brandon<br>(Y.W.C.A. Westman Women's Shelter)<br>158, 11 <sup>th</sup> Street, Brandon MB R7A 4J4 |
| <b>SECOND STAGE PROGRAMS</b>  |
| Alpha House Project Inc<br>Box 37015 RPO, Wpg. MB R2M 5R3   |
| L'Entre-temps des Franco-Manitobaines Inc<br>AKA Chez Rachel<br>Box 183, Winnipeg MB R2H 3B4              |

| <b>AGENCY/ADDRESS</b>  |
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| Samaritan House Ministries Inc.<br>FVPP Funded program: Mary's House<br>820 Pacific Ave<br>Brandon MB, R7A 0J1                           |
| Bravestone Centre Inc.<br>FORMERLY KNOWN AS WISH<br>3100 Pembina Highway<br>Box 202, St. Norbert MB R3V 1L6                              |
| <b>RESOURCE CENTRES</b>  |
| Fort Garry Women's Resource Centre Inc<br>1150A Waverley St., Winnipeg MB R3T 0P4  |
| Interlake Women's Resource Centre Inc<br>87 – 5 <sup>TH</sup> Avenue, Gimli MB ROC 1B0<br>Box 1991                                       |
| Lakeshore Family Resource Centre Inc<br>Box 628, Ashern MB ROC 0E0   |
| North End Women's Centre Inc<br>394 Selkirk Ave., Winnipeg MB R2W 2M2  |
| Pluri-elles (Manitoba) Inc.<br>114-420 Des Meurons Street, Wpg. MB R2H 2N9   |
| Swan Valley Crisis Centre Inc.<br>Box 2354, Swan River MB R0L 1Z0  |
| Western Manitoba Women's Regional<br>Resource Centre Inc.<br>Aka: The Womens Centre Brandon<br>729 Princess Avenue<br>Brandon MB R7A 0P4 |
| West Central Women's Resource Centre<br>640 Ellice, Winnipeg MB R3G 0A7  |
| Women's Safe Haven/Resource Service Inc<br>(Temporary move Jan 11 / 2023):<br>#228 – 35 Main Street,<br>Flin Flon MB R8A 1L6             |

| <b>AGENCY/ADDRESS</b>  |
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| <p>NorWest Co-op Community Health Inc.:</p> <ul style="list-style-type: none"> <li>• A Woman's Place</li> <li>• Woman's Relationship Counselling Program</li> <li>• Immigrant Women's Counselling Services (IWCS)</li> </ul> <p>200 – 323 Portage Ave., Wpg, MB R3B 2C1<br/> FVPP-funded Services:<br/> 785 Keewatin St, Wpg, MB R2X 3B9</p> |
| <p>Ma Mawi Wi Chi Itata Centre Inc.<br/> Spirit of Peace Program<br/> 445 King Street, Winnipeg, MB R2W 2C5</p>  |
| <p>Couples' Counselling Program<br/> YWCA of Brandon<br/> 158 – 11<sup>th</sup> Street, Brandon MB R7A 4J4<br/> Aka: The Peaceful Futures Program</p>  |
| <p>Men are Part of the Solution (MAPS)<br/> Unit B 117 Commercial Place,<br/> Thompson Manitoba, R8N 1T1</p>   |
| <p>Couples Counselling Project<br/> 521 Tier Building<br/> University of Manitoba<br/> Winnipeg, MB R3T 2N2</p>  |
| <p>The Counselling Centre (Men's Programs)<br/> Brandon Westman Interfaith<br/> 335 – 9<sup>th</sup> Street, Brandon MB R7A 4A8</p>  |
| <p>Survivor's Hope Crisis Centre Inc.<br/> 24 Aberdeen Ave<br/> Box 925<br/> Pinawa, MB R0E 1L0</p>  |
| <p>Wahbung Abinoonjiag Inc.<br/> 225 Dufferin Street, Winnipeg MB R2W 5N7</p>  |