



## **Decolonization, Reconciliation, and Indigenization Standing Committee (DRISC)**

### **Request for Proposal: Anti-Racism Workshop**

#### **Territorial Acknowledgement**

The Federation of Post-Secondary Educators of BC (FPSE) and its Decolonization, Reconciliation, and Indigenization Standing Committee (DRISC) recognize with respect that our 19 member institutions are located on the ancestral and unceded territories of over 200 First Nations here on what is now also referred to as the province of British Columbia.

DRISC acknowledges and respects the human dignity and the traditional, collective, and hereditary rights of these Original Nations, as well as their rights to self-determination and governance.

Our aim is to walk together with all our relations for present and future generations. We aim to build a foundation of mutual respect and balance with different ways of knowing and understanding.

#### **Who We Are**

As an FPSE Standing Committee, DRISC acknowledges the collective and inherent rights of self-determination of Indigenous Peoples.

In a humble way, we provide guidance and support to the FPSE President, the Presidents' Council, and FPSE membership. We work to uplift, honour, and integrate diverse Indigenous Peoples' ways of knowing and being into educational practice with respect for the protocols of the territories in which each of our locals engage. No actions of FPSE shall abrogate or supersede the traditional, collective, and hereditary rights of Indigenous Peoples.

Indigenous knowledge and resources are the property of the Nation from where they originated. We recognize that racism and sexism are embedded in all of our organizations.

## Opportunity

To create training that can potentially reach 10,000 post-secondary educators in British Columbia. The consultant(s) will work closely with DRISC members to design and deliver a workshop that addresses anti-racist and decolonizing approaches in post-secondary education.

## Scope of Work

Design of an anti-racism workshop to be delivered in person by the consultant(s) at the FPSE Annual General Meeting (AGM) in May 2024. The workshop will be video recorded and made available as a resource for members of the Federation who are not able to attend the AGM.

## Deliverables

1. A preview of the 2-hour workshop to be presented to DRISC in March 2024
2. A 2-hour workshop that will be presented for the first time at the 2024 FPSE AGM during the week of May 13, 2024
3. Ability to work with a video producer to create a recording of the workshop that will be owned and housed by FPSE
4. A workshop manual to guide local facilitators that includes the following elements:
  - a. The schedule of the workshop (breakdown of 2-hour schedule) to guide local facilitators
  - b. Written content on how to introduce each segment of the recorded workshop
  - c. Exercises and discussion topics that follow each segment of the recorded workshop
  - d. Resources that can be provided to each workshop participant including:
    - i. A chart that documents the names of First Nations whose territories in which FPSE locals are located
    - ii. A list of key concepts and ideas presented in the workshop
    - iii. A resource list of written and visual materials that workshop participants can access and adapt for classroom use

## Workshop Learning Outcomes

By the end of the workshop, participants will be able to build on their understanding and skills in these areas:

- **Relationships:** Understanding how to do meaningful territorial acknowledgements and the importance of following local protocols, as a part of building right relations with Indigenous nations in their territories
- **Awareness:** Moving from an individual understanding of racism to a systemic understanding, acknowledging the foundation of (false) colonial white supremacy in our institutions

- **Responsibility:** Learning techniques for managing internal and external white fragility
- **Allyship and Action:** Systemic racism requires collective action and solutions for equity and decolonization in Post-Secondary Education: ensuring cultural safety, de-centering colonial knowledge (and whiteness in knowledge – or is that the same thing?) and re-centering Indigenous Peoples’ frameworks of knowing and being in our institutional policies, practices, pedagogy, and curriculum.

## Skills and Knowledge Invited

An Indigenous consultant or firm based in British Columbia with experience in anti-racism initiatives, anti-oppression, decolonial frameworks, and training.

- At least 2 years’ experience developing and facilitating anti-racism workshops
- Excellent interpersonal skills
- Experience with adult education

## OCAP® Principles For Guiding Workshop Development and Resources

The First Nations Information Governance Centre asserts First Nations principles of ownership, control, access, and possession—more commonly known as OCAP®—to establish how First Nations’ data and information will be collected, protected, used, or shared. Given the diversity within and across Nations, the principles will be expressed and asserted in line with a Nation’s respective world view, traditional knowledge, and protocols. OCAP® asserts that First Nations alone have control over data collection processes in their communities, and that they own and control how this information can be stored, interpreted, used, or shared.

The principles are as follows:

- **Ownership** refers to the relationship of First Nations to their cultural knowledge, data, and information. This principle states that a community or group owns information collectively in the same way that an individual owns his or her personal information.
- **Control** affirms that First Nations, their communities, and representative bodies are within their rights to seek control over all aspects of research and information management processes that impact them. First Nations control of research can include all stages of a particular research project—from start to finish. The principle extends to the control of resources and review processes, the planning process, management of the information and so on.
- **Access** refers to the fact that First Nations must have access to information and data about themselves and their communities regardless of where it is held. The principle of access also refers to the right of First Nations’ communities and organizations to manage and make decisions regarding access to their collective information. This may be achieved, in practice, through standardized, formal protocols.
- **Possession** While ownership identifies the relationship between a people and their information in principle, possession or stewardship is more concrete: it refers to the physical control of data. Possession is the mechanism by which ownership can be asserted and protected.

For more information, please see First Nations Governance Information Centre, “The First Nations Principles of OCAP® at <https://fnigc.ca/ocap-training/>

## Submission Requirements

1. Submit a proposal of no more than 10 pages briefly outlining your experience in providing this type of service and a detailed breakdown of the budget for the identified deliverables.
2. Budget: \$24,000.00 (including all applicable taxes)—provide a breakdown of how these costs will be allocated
3. Workplan: provide a proposed schedule of activities from start to completion, including timelines

## Submission Deadline: December 8, 2023

- Contact information: Submit the proposal to Andrea Wong at [awong@fpse.ca](mailto:awong@fpse.ca)
- Shortlisted candidates will be interviewed in December 2023 and receive an honorarium of \$150
- Late submissions will not be accepted