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Terms of Reference Anti-Oppression Consultancy for SeedChange

As a social and environmental justice organization, SeedChange seeks to promote equity for marginalized populations, and that these principles be reflected in our policies, procedures, practices, programs, and relationships with staff, partners, volunteers, and community members. We understand anti-oppression to be a practice that helps to name oppression that happens based on a person's identities, and that works toward ending mistreatment, oppression, and violence towards marginalized groups.

We understand that oppression is systemic in our society, and therefore within SeedChange. We must continually interrogate our practices and change the way we work to confront discrimination and bias, dismantle internal and external oppressions, and provide a safe(r) working environment.

SeedChange is seeking support to embed anti-oppressive knowledge, language, policies and practice across our organization. Our organization has not undertaken systematic anti-oppression training before. As such, we have an extensive list of priorities we would like to pursue! These include:

- Anti-oppression training for staff
- Anti-oppression training for the Board of Directors
- Identification of organization-specific needs for learning and support
- A review of our human resources processes (job descriptions and postings, recruitment, orientations, performance assessments, etc)
- A guiding response or protocol for the management of harmful incidents
- A framework for ongoing implementation of anti-oppression training and practice
- The development of an anti-oppression policy for SeedChange

We understand this is a long-term process and we will not be able to move forward on everything at once. We hope to engage an external support that we will work with over a multi-year time frame. We imagine part of our initial work together would be to identify the most pressing priorities, while developing a plan to address all issues and priorities over time.





Budget and Other Parameters

SeedChange is currently able to allocate \$15,000 CAD per year to this anti-oppression consultancy. We acknowledge that addressing all identified priorities, even across a multi-year commitment, may not be feasible in light of our budget. An impactful and feasible training plan that respects the consultant's parameters is important to us.

The SeedChange office is located in Ottawa, and we have many staff members who work remotely. We are open to working with consultants in any location. If travel is necessary, those costs will be agreed upon and treated outside of the consultancy budget. We also acknowledge the current public health crisis, and can adapt our ways of working to the context, largely relying on platforms such as Zoom.

Timeline and Process

SeedChange welcomes expressions of interest until July 31. We are very open to discussion in advance of receiving an expression of interest. We hope to begin work together in the late summer.

If you are interested in this work, please share an expression of interest that includes:

- Background on your related experience
- A description of your/your team's principles, areas of expertise, and a description of your/your team's approaches/methodologies/formats as they relate to the priorities outlined
- Biographies of key person or people to be involved

If you would like to speak about this consultancy, please email inclusion@weseedchange.org. Expressions of interest can be sent to the same email address, to the attention of Denise Paradis.

We believe our work is stronger when it benefits from the experience, knowledge and wisdom of people who have faced systemic barriers. People with disabilities, Indigenous peoples, 2SLGBTQ+ people, women, members of racialized groups and members of other historically marginalized communities are encouraged to apply. Thank you for your interest in working with SeedChange!

About Us

SeedChange's mission is to build food sovereignty by working with partners to enhance biodiversity, promote ecological food systems, and counter inequity. Our work is premised on a belief that poverty, inequality and hunger are created, rather than inherent, and we work to strengthen the agency and rights of those most affected by systemic barriers. We know that people and communities most impacted by food system injustices know what is best for their communities and have existing solutions and strategies. At SeedChange, we see it as our responsibility to leverage resources, support, and solidarity for local leaders and communities to achieve and live their food sovereignty visions.

