



REQUEST FOR PROPOSAL

COSTI Immigrant Services, a not-for-profit multi-service immigrant serving organization requests proposals for a consultant to develop a program evaluation proposal to submit for funding. The ultimate aim of the project is to undertake an evaluation of two models service delivery described below.

Phase 1: Develop a framework for the evaluation to be undertaken and submit to Status of Woman Canada.

Phase 2: Subject to approval of Phase 1 by Status of Women Canada undertake the evaluation.

This RFP Is For Phase 1 only

Start Date: Monday December 10th, 2018

End Date: Friday February 1st, 2019

Location: Toronto, with travel to Kitchener-Waterloo

Remuneration: \$8,000+HST

Background And Context

COSTI's Family and Mental Health Services provides individual, crisis and group counselling in Arabic, Italian and Spanish for woman experiencing abuse. COSTI's Counselling Services helps immigrant, refugee and ethno cultural women to identify and resolve gender-based violence they may be facing in their relationships. It also meets settlement, legal, housing needs of the women. COSTI has also successfully implemented a number of woman abuse prevention initiatives in immigrant and refugee communities.

Immigrant, Refugee, Non-status Women (IRNS) and women from ethnocultural communities have unique characteristics that make them vulnerable to gender-based violence due to dependence, language barriers, and lack of knowledge of community resources (Rana, 2012). Erez et al (2014) and Siyon Rhee (2015) suggested that traditional patriarchal beliefs, immigration stress, and frustrations stemming from adjustment difficulties (racism, unemployment, lack of social status, different gender roles) may contribute to men's violence in some immigrant communities. The women also face significant systemic barriers (racism, social isolation, lack of access to dignified jobs, uncertain legal status, and experiences with authorities in their origin countries) and sociocultural barriers (dedication to family unity, shame related to abuse, and stigma of divorce) that may hinder help-seeking (Bauer, Rodriguez, Quiroga, & Flores-Ortiz, 2000; Menjivar & Salcido, 2005). One unique form of abuse they face is threat of deportation, even if they have the right to remain in Canada, because their partner may keep them uninformed.

IRNS women who seek help may fall through the cracks due to a lack of awareness and training of front-line workers regarding their particular vulnerabilities and problems they face. Latta & Goodman (2005) suggested increasing cultural competency of mainstream services, and creating alternative community-based services.

The objective of the final proposed Gender-Based Violence (GBV) evaluation project, to be submitted to the Status of Women Canada for possible funding, is to evaluate two types of “wraparound services” for IRNS and ethnocultural women facing GBV in order to (1) examine and consolidate information about the Models’ strengths and gaps, and (2) to produce an efficient and sustainable best practices model that may be replicable.

The two types of wraparound services that will be compared and evaluated for their strengths and gaps are:

(A) COSTI's Single-Agency Model

COSTI offers women living in GBV situations a range of services including one-on-one supportive and crisis counselling, safety planning, access to legal aid clinics, Mindfulness meditation and other support groups, and referrals to in-house supports and resources (priority housing programs access to employment and job-training, LINC and ESL classes). In addition, it has Partner Assault Response (PAR) programs to educate perpetrators.

(B) The Family Violence Project of Waterloo (FVPW)

FVPW is a collaborative of 10 agencies that provides services such as criminal investigations, personal counselling for adults and children, developing safety plans, shelters, crisis/medical support for sexual assault, financial counselling, children’s services, support groups, outreach services to the community, legal services, specialized elder abuse services, rural outreach services and specialized programs all under one roof.

The outcome of the project will be a blueprint for replicating an efficient and sustainable wraparound services model for IRSN and ethnocultural women facing gender-based violence.

Aim & Scope Of The Consultancy (Phase 1)

The aim of the consultancy contract is to develop a framework / funding proposal for a 54-month project that will evaluate these two models of wraparound services for immigrant, refugee, non-status, and ethnocultural women facing gender-based violence.

The consultant(s) will meet with the Project Advisory Committee to discuss the assignment in detail and achieve a common understanding of the work ahead and the deliverables required. This will require travel to Kitchener-Waterloo.

The consultant(s) shall then proceed to develop a detailed proposal in accordance with guidelines established by the Status of Women, which will:

- Identify criteria for an evaluation
- describe the clear and detailed concept, methodology, tools, tasks and timelines for the evaluation project;
- a list of key stakeholders to be consulted and/or interviewed;
- list the documents, data and information needed to evaluate the two models; and
- include a detailed budget.

The Advisory Committee shall provide comments on the proposal before the consultant submits the final document to COSTI.

Duration Of Consultancy

The consultant will have until Friday, February 1st, 2019 from the signing of the consultancy agreement to complete the deliverables. The consultancy will be managed and administered by COSTI Immigrant Services

Evaluation Of Consultancy Proposal

The submission for the consultancy must include and will be evaluated on the following:

- Logical framework of the document (suggested process, timelines, and reporting framework)
- Example of previous experience (via attached resources such as reports, or website portfolios or testimonials)
- Professional experience and profile of consultant/s (see below).
- At least five-years consulting experience with involvement in assignments of similar scope.
- Knowledge and experience in program evaluation methodology.
- Relevant experience and understanding of gender-based violence, preferably issues faced by immigrant, refugee, non-status, and ethnocultural women
- Ability to lead strategic dialogue to formulate an implementation plan
- Strong problem solving, communication, and writing skills

Incomplete proposals will not be considered.

Payment Terms

The consultant will be paid a total of \$8,000+HST as below.

The payment schedule will be as follows:

20% at the time of signing the agreement

80% after submitting approved deliverables

Deadline For Submission Of Consultancy Proposal

The submission deadline is Friday November 30, 2018 by 4:00 pm, with delivery by mail or email to the attention of:

**Josie Di Zio, Senior Director, Planning and Program Development,
Planning & Development
COSTI Immigrant Services
1710 Dufferin Street
Toronto, Ontario
M6E 3P2
Email: Josie.Dizio@costi.org**