

Canadian Foodgrains Bank Anti-Racism Steering Committee

Expression of interest

Consultancy Services: Individual Learning in Anti-Racism

Overview

Canadian Foodgrains Bank is a partnership of 15 Canadian churches and church-based agencies working to end hunger in developing countries by: supporting partnerships and activities to improve food security on both an immediate and a sustainable basis; increasing and deepening the involvement of Canadians in efforts to end global hunger; and influencing changes in Canadian public policies necessary to end global hunger. Foodgrains Bank operates as a secretariat and has a staff strength of 62. Our staff are primarily based in Canada, but we have a small group who are Africa based. The Anti-Racism Steering Committee (“The Committee”) of Canadian Foodgrains Bank (“Foodgrains Bank”) is a staff-led committee established in 2020 to help steer organizational efforts on anti-racism as well as support staff of the organisation on their journey.

As part of an organisational commitment to anti-racism and the individual learning of its staff, the Committee is seeking to support its staff on their learning journeys and provide necessary tools, resources and strategies to do so.

Background

Foodgrains Bank is committed to equity, justice, and accountability in its work and organisational culture. The organisation has been engaged in a sustained anti-racism journey for several years and has completed foundational work, including:

- An organisational anti-racism needs assessment
- Establishment of an Anti-Racism Steering Committee
- Completion of the Intercultural Development Inventory (IDI) for all staff, including individual feedback and one-on-one debriefs

The organisation is now seeking to deepen this work by strengthening individual learning, practice, and accountability for anti-racism and is planning a second round of IDI assessments for 2027-2028. The Committee invites Expressions of Interest from suitably experienced consultants to design and deliver an approach that supports ongoing, practice-focused individual learning in anti-racism.

Scope of Services and Anticipated deliverables

Respondents are invited to propose an approach that includes the following deliverables.

Individual Learning Framework- Development of a tailored Anti-Racism Individual Learning Framework that:

- Aligns with organisational values and international humanitarian / development organization context
- Builds on existing governance and leadership structures
- Recognises different roles, responsibilities, and learning needs
- Articulates progressive stages of individual learning and practice

Possible Output- Framework to guide the implementation of this Consultancy

Individual Learning Pathways- Design of flexible learning pathways that:

- Support ongoing, self-directed and facilitated learning
- Enable application of learning to real organisational and sector contexts
- Move beyond knowledge acquisition to behaviour and practice change

Possible Outputs:

- Modular learning pathways and an implementation roadmap for ongoing learning

Practical Tools and Resources- Provision of practical tools that support the application of anti-racist practice.

Possible outputs:

- Reflective practice tools
- Case studies or scenarios relevant to the context of Foodgrains Bank work (Canadian; international relationships and programming; etc.)
- Tools that help people embed an anti-racism lens in their work and personal lives
- Curated learning resources with guidance for primarily self-directed use

Facilitated Learning and Practice Spaces- Design and facilitation of learning spaces that:

- Support reflection, peer learning, and shared accountability
- Are culturally responsive, trauma-aware, and grounded in care

Possible Outputs:

- Facilitated workshops including training sessions on common topics
- Learning labs
- Peer learning circles

Leadership and Accountability Supports- Targeted supports for people leaders and senior leaders to strengthen anti-racist leadership practice.

Possible Outputs:

- Leadership-specific learning resources
- Coaching or advisory assistance to help leaders support the individuals on their teams as they move forward on their learning paths
- Guidance on embedding anti-racism into supervision and decision-making

Submission Guidelines

A submission for this Expression of Interest (EOI) should include:

1. Company information, background and history
2. Overview of proposed approach and methodology. A detailed description of strategy/ approach, tools and/or resources for enhancing individual learning on anti-racism taking into account the information provided above, maximum of 4 pages
3. Relevant experience and examples of similar work
4. Information on anticipated personnel to implement
5. Timelines for each deliverable.
6. Fee structure for each deliverable

Please submit a detailed submission by **17:00 CST, February 18, 2026** to the Anti-racism steering committee (jobs@foodgrainsbank.ca). The Committee will shortlist candidates and conduct more formal discussions.

Questions of clarification are welcome prior to submission of a proposal.

Addendum:

Process to be Confidential

1. Information relating to the examination, clarification, evaluation and comparison of Submissions and recommendations for the award of the contract will not be disclosed with the process of evaluation. Any effort by a Proponent to influence the Committee's processing of the Submissions or award decisions may result in the rejection of its Submission.
2. Information contained in and with the EOI is considered proprietary in nature and is to remain confidential between Foodgrains Bank, the Committee and the Proponent. Access to these materials shall not be granted to third parties without the prior written consent of Foodgrains Bank.

Award of Contract

3. Submissions must be received by the Committee in the manner specified on or before the deadline date.
4. The Committee reserves the right to negotiate with one or more of the Proponents, seek clarification from Proponents regarding their Submissions and invite modifications to the Submissions submitted.
5. The Committee reserves the right to reject any offer before the award of the contract, or to annul the bidding process and reject all offers at any time.
6. The Committee shall notify the successful proponent in writing of the results of the EOI. Upon notification by the successful Proponent, Foodgrains Bank will promptly inform the other Proponents that their Submissions were unsuccessful.

General Conditions and Disclaimers

7. This EOI is simply an invitation to Proponents to submit a Submission in accordance with this EOI and is not a tender. This EOI does not constitute an offer of any kind on the part of Foodgrains Bank.
8. No contractual or other legal obligations arise on the part of Foodgrains Bank to any Proponent by this EOI or the submission of a Submission by a Proponent nor is any legal relationship created between Foodgrains Bank and any Proponent until such time as an agreement, if any, is subsequently reached with a Proponent.
9. The Committee reserves the unilateral and exclusive right to modify or cancel the EOI at any time without any obligation to any Proponent and makes no guarantee that the process initiated by the EOI will continue.