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PAUKTUUTIT

INUIT WOMEN OF CANADA

PAUKTUUTIT INUIT WOMEN OF CANADA REQUEST FOR PROPOSALS

Inuit-Specific Gender-Based
Analysis Training

About Pauktuutit Inuit Women of Canada (Pauktuutit)

Mission

Grounded in Inuit Qaujimajatuqangit (IQ), Pauktuutit partners with Inuit women, communities, and organizations to advocate for and provide guidance to improve the health, economic, safety, justice, and ultimately empower Inuit women to have greater opportunities to thrive.

Vision

Inuit women and our families live in safe, healthy and thriving communities and have access to social, cultural, economic and political advancement.

Values

- We are guided by Inuit Values and Principles
- We are Collaborative
- We are Inclusive
- We are Innovative
- We embrace ethics and integrity

Strategic Priorities

- Amplify the voices of Inuit women and gender-diverse Inuit
- Advance Pauktuutit's Inuit-specific GBA+ Framework
- Increase Representation of Inuit women in leadership
- Invest in Our Team

How we Work

Pauktuutit Inuit Women of Canada (Pauktuutit) is the national representative organization of Inuit women in Canada and is governed by a 15-member Board of Directors from across Canada. Our mandate is to foster a greater awareness of the needs of Inuit women, and to encourage their participation in community, regional and national concerns in relation to social, cultural and economic development.

Pauktuutit's work, grounded in Inuit Qaujimajatuqangit Principles and our Inuit-specific gender-based analysis (ISGBA+) framework, spans the following key portfolios: social and economic development, violence and abuse prevention, justice, health and wellbeing.

Our Needs

Pauktuutit is developing an online, self-directed training program for Pauktuutit's Board, staff, and affiliated contractors on the Inuit-Specific Gender-Based Analysis (ISGBA+) Framework. In brief, the ISGBA+ Framework was introduced by Pauktuutit as a tool for critical policy analysis that facilitates effective and meaningful engagement with Inuit knowledge systems, values, and lived experiences. To do so, the ISGBA+ Framework operationalizes five key principles – (1) strengths-based approach, (2) anti-colonialism, (3) intersectionality, (4) Inuit Qaujimajatuqangit, and (5) Maligait (Inuit natural laws), which underpin a six-step analytical process. Ultimately, the effective use of the ISGBA+ Framework supports policymakers, researchers, and advocates in ensuring their proposed policy intervention, research project, or public program is relevant, accessible, and ethically aligned with Inuit communities.

Training Program Content Development

Pauktuutit requires either one or multiple vendor(s) to develop training program content and upload content to an agreed upon online training platform. The ISGBA+ training program will be a critical component of Pauktuutit's broader onboarding processes, serving as a key internal resource that will facilitate the consistent implementation of the ISGBA+ Framework across Pauktuutit's policies, practices, research, and advocacy. Thus, it is imperative that the training program is comprehensive, relevant, and accessible for a variety of key interdisciplinary audiences, including staff members with no prior experience in policy analysis and research. Given Pauktuutit's hybrid approach, the training program must be **self-directed** and **accessible online**. Additionally, the training program platform should be able to **fully integrate into Bamboo HR** and must be easily edited and/or adapted by Pauktuutit in the future to ensure the content is reflective of evolving research and wise practices. Pauktuutit will have **full ownership** of all training content, design files, and platform access once the prospective vendor(s) have completed the program content, and Pauktuutit will remain responsible for training content updates and ongoing maintenance of the platform once the work has been completed.

Inuit Qaujimajatuqangit and Maligait

Additionally, the training program must be culturally responsive and Inuit-specific, aligning ethically and conceptually with Inuit Qaujimajatuqangit and Maligait. Thus, prospective vendor(s) must possess relevant lived experience as an Inuk, and/or have the capacity to meaningfully engage and collaborate with Inuit Knowledge Holders and community members. Comprehensive knowledge of the IQ Principles and Inuit natural laws, worldviews, and Inuit understandings of gender and intersectionality is critical to this work.

Invitation to Vendors

This Request for Proposals ("RFP") is an open invitation to submit proposals to develop and design an online training program as described in **Schedule A** (the "Deliverables"). This RFP is issued by Pauktuutit Inuit Women of Canada, a not-for-profit corporation funded by the federal government. Pauktuutit reserves the right to reject any and all submissions.

Instructions to Vendors

Proponents should submit their proposals in a single PDF electronic file to Tiffany Walsh (she/her) at twalsh@pauktuutit.ca.

Subject line should indicate "ISGBA+ Framework Training Proposal".

Proposals submitted in any other manner will not be accepted.

RFP Timeline and Process

Issue Date: October 2, 2024

Deadline for Inquiries: October 11, 2024

Proposal Submission Deadline: October 18, 2024

Virtual Interviews: October 28 – November 1, 2024

Anticipated decision date: November 4, 2024

Mandatory Requirements

The proposal must include:

- An executive summary;
- A summary of the qualifications and experience of the proponent organization;
- A summary of your approach, including proposed tactics and deliverables;
- A summary of your experience developing and designing online training content, including relevant samples of previous work
- References for two clients for whom the Proponent has provided similar work for within the past five years;
- Proposed team members (name, pronouns, title, biography, relevant qualifications/experience);
- Proposed team structure specific to this account;
- Sample budget and timelines for each activity.

Evaluation Process

Pauktuutit will evaluate and score proposals based on the following rating criteria:

Evaluation Criteria	Weighting
<p>Qualifications and experience of the Proponent</p> <ul style="list-style-type: none"> • Proposal and samples of previous work show recent and relevant experience in developing online training content for adult learners • Proposal demonstrates comprehensive knowledge of the history and evolution of gender-based analysis within the Canadian context, including previous expertise of Indigenous gender-based analysis frameworks • Proposal clearly outlines the proponent’s capacity to effectively and ethically develop content on the IQ Principles, Maligait, and Inuit knowledge systems • Proposed team and structure is adequate and team roles are well considered • Strong relevant qualifications and experience on team, with expertise in Inuit policy and politics and lived experience as Inuit • Experience working with Inuit/Indigenous non-profit and women’s sector organizations at national and/or international level • References are recent and relevant and demonstrate a range and depth of experience and success 	35%
<p>Organization of Proposal</p> <ul style="list-style-type: none"> • Proposal content illustrates a clear knowledge of Pauktuutit’s needs and aligns strongly with requirements outlined in this RFP • Proposal is written clearly and is effectively organized 	25%
<p>Virtual Interviews</p> <ul style="list-style-type: none"> • Thoughtful and high-quality discussion that demonstrates a strong understanding of Pauktuutit’s needs as articulated in the RFP • Positive interpersonal dynamics and good chemistry with Pauktuutit’s team • Explicit commitment to centering Inuit voices and worldviews in content development and graphic design 	25%
<p>Pricing</p> <ul style="list-style-type: none"> • Fairness of price in relation to market value • Value of services described relative to our needs 	15%
Total	100%

Confidentiality

All information received by the Proponent provided by or obtained from Pauktuutit in any form or connection with this RFP is the sole property of Pauktuutit and must be treated as confidential.

SCHEDULE A – Services and Deliverables

Objective/Purpose

Pauktuutit is seeking a vendor(s) to develop an online, self-directed training program on Pauktuutit's Inuit-Specific Gender-Based Analysis Framework, under direct supervision of Pauktuutit's GBA+ Advisor. Key deliverables are as follows:

- I. An accessible, online training program that equips diverse learners with a: (1) comprehensive understanding of the ISGBA+ Framework, including the five key principles that underpin the Framework; (2) the evolution and continued relevance of gender-based analysis within the Canadian context; and (3) the practical application of the ISGBA+ process across policy, research, and advocacy initiatives. A sample training outline has been attached below to illustrate how the training may be organized, however this may evolve.
- II. Content must be accessible and engaging for a variety of different adult learning styles, encompassing videos, text, audio, and visual graphics where appropriate. Content should also be easily translated from English to different Inuktitut dialects.
- III. The selected training platform must have:
 - a. The capacity to be fully integrated into Bamboo HR, Pauktuutit's current human resources and learning management system, such that learners' progress is automatically tracked and updated within the Bamboo HR system.
 - b. The platform must be accessible for learners with low bandwidth and for learners relying on mobile devices.
 - c. Key accessibility features for learners with different physical needs, such as audio or visual considerations.
 - d. The ability to automatically save learners' progress.
 - e. The ability to issue certificates of completion for learners' files.
 - f. The platform must be non-proprietary such that Pauktuutit can retain full ownership and access to training content for future revisions and program changes.
- IV. The training program must incorporate Pauktuutit's branding, and Pauktuutit will retain full ownership of the training content and any visual assets and design files associated with the program.

Project Scope

Training content should be completed by March 2025, as follows:

- Training Content Development – November 2024 – January 2025
- Final Revisions and Validation of Content – January 2025 – February 2025
- Graphic Design – February 2025
- Release of Training to Pauktuutit Board and Staff – End of March 2025

Schedule B: Inuit-Specific Gender-Based Analysis Training Outline

Section 1: Getting Started

- Introduction: Training Overview and Learning Outcomes
- Key Concepts
 - Inuit Qaujimajatuqangit: That Which Inuit Have Always Known to Be True
 - Maligait: Natural Laws
 - Inuit Atuagat (Cultural Laws) and Inuit Piqujangit (Communal Laws)
 - Intersectionality
 - Gender and Sexual Diversity in Inuit Communities
 - Anti-Colonialism
 - Trauma-Informed and Strengths-Based Approaches

Section 2: Evolution of GBA+

- Introduction: An Overview of GBA+
- GBA+ Internationally
- GBA+ in Canada
- Indigenous GBA+ Frameworks

Section 3: Pauktuutit's Inuit-Specific GBA+ Framework

- The Inuit GBA+ Process (Step-By-Step)
 - Step 1: Identify Issue
 - Step 2: Challenge Assumptions
 - Positionality
 - Step 3: Gather the Facts – Research and Consult
 - Data Sovereignty
 - Intentional, Ethical, and Accessible Consultation Practices
 - Step 4: Develop Options and Make Recommendations
 - Maligait Assessment Tool
 - Step 5: Monitor, Evaluate, and Learn
 - Developing Culturally Relevant Indicators of Success
 - Step 6: Communicate and Document
 - Accessibility

Section 4: Conducting an Inuit-Specific GBA+

- Review: The Inuit GBA+ Process
- Putting it Together: Practical Application of the ISGBA+ Framework