

**B.C. FIRST NATIONS
ANTI-RACISM RESEARCH & DEVELOPMENT
PROJECT**

REQUEST FOR PROPOSALS

AUGUST 2026



SUBMISSION DEADLINE

Proposal Deadline: October 9, 2026

RFP contact:

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All communications and questions regarding this RFP should be directed to the RFP contact via email. Email is the preferred method of communication. Please include "FPCC Anti Racism RFP" in the subject line for all RFP-related correspondence.

PROJECT OVERVIEW

It has been over 10 years since the final report of the Truth and Reconciliation Commission of Canada, and yet First Nations and Indigenous peoples throughout B.C. and Canada continue to face ongoing racism in all areas of society. Racist narratives in the public sphere have been increasing in recent years, particularly in B.C., the birthplace of the Orange Shirt movement and the home of the – now nationally and internationally familiar – Kamloops Indian Residential school. These growing racist narratives are deeply harmful to First Nations people and hinder the work of cultural revitalization that is so crucial after over 150 years of cultural genocide.

While research and resources for anti-racism exist in the broader sphere, very few of these address the specific context of racism against First Nations and its impact on cultural revitalization. The purpose of this project is to create practical and meaningful tools to support First Nations to navigate their experiences of racism and to respond effectively to racist narratives. These tools will elevate First Nations voices in the dialogue of anti-racism. In particular, this project will ensure that B.C. First Nations have the resources needed to respond to this growing trend of residential school denialism and the devaluing of Indigenous cultures and languages.

The FPCC Learning Centre is seeking a qualified consultant or a consulting company to conduct research on how racism, including residential school denialism, impacts First

Nations cultural revitalization and to identify effective responses that reduce harm and prevent continued racism. This research will be turned into a set of tools that directly equip B.C. First Nations to learn about racism and to respond effectively. Those tools will include a condensed guide, two short-form educational videos, and an informational web page.

ORGANIZATION BACKGROUND

The First Peoples' Cultural Council (FPCC) is a provincial Crown Corporation formed by the Government of British Columbia in 1990 to administer the First Peoples' Heritage, Language and Culture Program. The First Peoples' Cultural Council is supported by *the First Peoples' Heritage, Language and Culture Act* in legislation.

The mandate of FPCC is to assist B.C. First Nations in their efforts to revitalize their languages, arts, and cultural heritage.

FPCC is committed to providing communities with a high level of support and quality resources. Our cultural heritage, and the living expression of our identities, is integral to the health of all members of our First Nations communities, as well as to the well-being of all British Columbians.

FPCC provides leadership to strengthen and rebuild systems disrupted by cultural genocide through the revitalization of First Nations languages, arts and cultural heritage. We do this by:

- Empowering communities to reach their goals by offering opportunities for skill development, coaching, grant funding, resources and models of success.
- Honouring the knowledge of First Nations people by providing funding for them to develop, share and transfer their knowledge.
- Providing leadership through subject matter expertise, innovative technologies, best practices and knowledge sharing.
- Practicing a community-based approach by partnering with communities to deliver successful language, arts and cultural heritage programs.
- Advocating for increased recognition and support for the inherent value of First Nations languages, arts and cultural heritage.

FPCC supports all B.C. First Nations in their efforts to revitalize their languages, arts, cultures and heritage. Our communities include: 204 B.C. First Nation communities, 36 First Nations languages, First Nations artists, knowledge keepers, Elders, language learners, and First Nations arts and culture organizations.

PROJECT GOALS/OBJECTIVES

The overarching objective of this project is to equip First Nations communities and individuals throughout B.C. to respond effectively to racism by providing tools that offer knowledge and guidance, specifically within the area of racism in cultural revitalization work.

The core outcome of this project will be a research report that documents the forms of racism that impact First Nations cultural revitalization, including residential school denialism; the impacts of that racism on B.C. First Nations; and effective responses that reduce harm and prevent continued racism. The data collected for this research will contribute meaningfully to our collective understanding of racism, as it specifically impacts B.C. First Nations individuals and communities.

The research report will then be turned into several tools, specifically:

- a shorter, condensed guide that distills the findings from the report into a practical tool for B.C. First Nations individuals and communities to respond effectively to racist narratives and incidents;
- two short (3-minute long) educational videos about racism and how to respond; and,
- an online information site, to be housed within FPCC's website (www.fpcc.ca), for new and long-standing allies to learn how to counteract racist narratives and promote respect and value for First Nations people and cultures in B.C. and beyond.

SCOPE OF WORK

The consultant will:

- Conduct research on racism against First Nations and its impact on revitalization work. Research methodologies may include literature reviews, environmental scans, stakeholder and expert interviews and focus groups.
- Identify effective and adaptable responses to racism for B.C. First Nations individuals and communities in a variety of contexts.
- Communicate findings in a comprehensive report and a simplified, accessible and succinct guide.
- Produce two educational videos and copy for a web page to communicate the findings, including developing scripts and storyboards, and filming or using

animation software to create footage, and writing copy that includes links to additional anti-racism resources.

- Support the peer review of the research report and resulting tools, engaging B.C. First Nations experts to assess the validity and relevancy of the findings and the presentation of the materials. Reviewers will be paid a one-time honorarium for their contributions.

The Consultant will be particularly sensitive to the unique First Nations context for this work, by including respectful, community-informed and culturally safe considerations for:

- Accessibility
- Cultural variation and nuances
- Trauma-informed practice

DELIVERABLES

The primary deliverable for this project will be a comprehensive report, peer reviewed and graphic designed, that details the research findings. This report will cover the forms of racism that impact First Nations cultural revitalization, including residential school denialism, the impacts of that racism on B.C. First Nations, and effective responses that reduce harm and prevent continued racism. It will include the theoretical underpinnings of racism and anti-racist movements and will address internalized, interpersonal, institutional and systemic forms of racism.

The second deliverable is a short guide that distills the findings from the report into a practical tool for B.C. First Nations individuals and communities to respond effectively to racist narratives and incidents.

Three additional deliverables will translate the findings of the report into practical educational and informational tools. This includes:

- two short-form (roughly 3-minutes long) educational videos about racism in cultural revitalization and how to respond, and
- a webpage, housed within FPCC's website (www.fpcc.ca), that provides awareness and information for new and long-standing allies to learn how to counteract racist narratives and promote respect and value for First Nations people and cultures in B.C. and beyond.

The key audience for the report and the tools will be B.C. First Nations communities and individuals, as well as First Nations and Indigenous individuals in the rest of Canada and beyond, as well as FPCC funders and other partners.

Along with the report and the tools, the FPCC will retain rights to all research materials used in developing the report, including

- Transcribed interviews and summary reports from focus groups and site visits
- Photographs, videos, and other multimedia collected for the research

ESTIMATED TIMELINE

Request for Proposal timeline

- RFP release (July 31, 2026)
- Deadline for questions (September 18, 2026)
- RFP submission deadline (October 9, 2026)
- Interview period (October 12 – 23, 2026)
- RFP vendor selection (October 28, 2026)

Project timeline

- Project kickoff (November 16, 2026)
- Interim report (March 31, 2027)
- Draft 1 final report (June 30, 2027)
- Draft guide (August 31, 2027)
- Draft educational video story boards (October 31, 2027)
- Final deliverables due (March 1, 2028)

BUDGET

Please provide cost proposals to accomplish the scope outlined above. The budget must include costs necessary for the entire project, including:

- Research, writing and development of final report deliverable
- Costs related to facilitating and supporting virtual and/or in-person interviews and focus groups with stakeholders and experts, including B.C. First Nations community members (travel expenses must be pre-approved and will be reimbursed at FPCC rates.)
- Report design
- Software/ tools licensing required to perform research and video development work
- Any other anticipated costs

EVALUATION CRITERIA

All RFP submissions must include the following:

- **Profile:** Company or individual name, background, history and list of main projects/clients.
- **Approach and Methodology:** A detailed description of how the scope of work outlined in this RFP document will be completed and carried out. Clearly indicate all resources required to complete the work.
- **Portfolio:** Provide examples of previous work that demonstrate similarity in projects (e.g. scope, size, Indigenous peoples, government, or non-profit.) Showcase work that demonstrates similar projects with First Nations in B.C. and/or Canada.
- **Work plan/timeline:** Describe a detailed timeline of the project and identify key milestones for each phase of the project. Please also indicate what is needed from FPCC staff in order for the project to be streamlined in a timely fashion.
- **Key staff:** Describe the key staff who will be working on the project and highlight their qualifications and experience.
- **Cost:** Provide detailed breakdown of costs associated with project (See Budget section).

RFP EVALUATION

FPCC will review proposals, answer questions during the question period and then shortlist bidders for interviews. Only shortlisted Proponents will be contacted for interviews. Evaluation of the submitted proposals will be based on the following criteria:

Criteria	Weight	Description
Indigenous Cultural Competency & Experience	25%	Demonstrated experience working with B.C. First Nations; understanding of OCAP® principles and trauma-informed/culturally safe engagement.
Approach & Methodology	20%	Feasibility, depth, and quality of the proposed research.
Qualifications & Portfolio	20%	Profile of key staff, qualifications, and prior experience working with Indigenous peoples and/or government or non-profit
Value / Cost Proposal	20%	Total cost, clarity of the budget breakdown, and value for the investment.
Project Management & Timeline	15%	Realistic work plan, clear milestones, and reasonable expectations of FPCC staff time.

TERMS AND CONDITIONS

No Commitment to Award

The RFP should not be construed as an agreement to purchase goods or services. The lowest priced or any proposal will not necessarily be accepted. The RFP does not commit the FPCC in any way to award a contract.

Equipment

Computer equipment, software and work materials will be supplied by the Proponent unless otherwise specified.

Confidentiality

Confidential information, in any form, that the Proponent receives because of this agreement must not be disclosed, released, or transmitted to anyone other than those persons designated by the FPCC.

Use of AI

The Proponent shall not use any AI System to provide the proposal or otherwise in relation to the Proponent completing a proposal for this RFP, unless expressly approved by FPCC in writing, which approval may be withheld in FPCC's sole discretion.

"AI System" means the Proponent's proprietary technological system or any third party technological system used by the Proponent that, autonomously or partly autonomously, processes data related to human activities through the use of a genetic algorithm, a neural network, machine learning, large language models or other techniques in order to generate content or make decisions, recommendations or predictions, including all computer software (and all modifications, updates and upgrades thereto), physical hardware and associated specifications.

Limitation of Liability and Proponents Expenses

By submitting a proposal, the Proponent agrees on behalf of itself and its successors or assigns, that they will not make claims for and otherwise irrevocably waives any claims whatsoever (whether arising under contract law, tort law, administrative law or otherwise) and howsoever arising, including claims for compensation, costs, damages, expenses, losses, and loss of profits, relating to the RFP or with respect to the RFP competitive process, including claims for costs, expenses and loss of profits if no Contract is made with the Proponent, including any other Proponent.

Proponents are solely responsible for their own expenses in participating in the RFP process, including costs in preparing a Proposal and for subsequent finalizations, if any, with the FPCC.