



REQUEST FOR PROPOSALS (RFP)

Consultant: Research, Engagement, and Theory of Change Development

Project: Interrupting the School-to-Prison Pipeline for Black Youth

Background:

Delta Family is a Black-led, Black-serving, and Black-mandated (B3) non-profit community organization that has proudly supported communities in Northwest Toronto for over 40 years and has since expanded to provide services across the City of Toronto. As a multi-site organization, it is committed to building vibrant communities where Black potential is nurtured and celebrated, and where all people can thrive. Through a wide range of programs, services, and activities, Delta Family strengthens individual and organizational capacity while promoting well-being and fostering healthy, connected communities.

Black students face disproportionate rates of suspension, expulsion, and streaming, contributing to long-term negative outcomes, including disengagement from school and increased justice system involvement.

The *Shifting of the Narrative* Initiative is committed to working to create a school system where Black youth are not disproportionately disciplined, and where systemic inequities are actively identified and interrupted. This project aims to address the root causes of the school-to-prison pipeline through collaboration across education, justice, and Black community partners.

Through the *Shifting the Narrative* Project, Delta Family and its partner are seeking a consultant to organize consultations, research and design culturally responsive tools to support this work.

Project Purpose:

The consultant will support the Advisory Table to:

- Understand systemic and intersecting factors impacting Black youth
- Identify effective upstream, midstream, and downstream interventions
- Engage key stakeholders in shaping solutions
- Develop a clear and actionable Theory of Change to guide future work and system transformation

Scope of Work:

The consultant will undertake a comprehensive body of work integrating research, engagement, and strategic framework development. This includes:

- Conducting a focused literature review on anti-Black racism in education, disproportionate discipline practices, and the school-to-prison pipeline
- Identifying and analyzing upstream, midstream, and downstream interventions and promising practices
- Designing culturally responsive consultation tools
- Facilitating theory-building sessions with key stakeholders to support shared understanding and co-creation of solutions
- Leading inclusive, trauma-informed consultations with Black youth, families, educators, and community and justice partners
- Synthesizing findings into clear insights

- Developing and refining a Theory of Change outlining key pathways, outcomes, and assumptions
- Producing a final report presenting findings, strategic recommendations, and practical tools to support systemic change

Deliverables and Desired Outcomes:

The consultant will deliver: (1) a literature review summary; (2) Coordinate consultations with key stakeholders (3) engagement summaries; (4) Developer finalized Theory of Change; and (5) tools to support system change and (6) a comprehensive final report, including a presentation to our partner/advisory table.

Engagement summaries will synthesize findings from consultations with key stakeholders, including Black students, families, educators, and community partners. Each summary will document participant groups, methods (e.g., focus groups, interviews, surveys), key themes, and priority concerns, with explicit attention to lived experiences of anti-Black racism and systemic barriers. Summaries will identify actionable insights, emerging opportunities, and areas of consensus and divergence, and will directly inform the design of practical tools and implementation strategies for families and education system administrators.

Consultant Qualifications

- Experience in equity, anti-Black racism, or education systems
- Knowledge of school-to-prison pipeline dynamics
- Strong research and facilitation skills
- Experience engaging Black communities
- Strong writing and synthesis skills
- Strong experience in monitoring and evaluation
- Experience in developing models to address systems change

Proposal Requirements

Proponents should submit a concise proposal that outlines:

- Approach and methodology for completing the scope of work
- Relevant experience and qualifications
- Work plan and timeline aligned with project expectations
- Proposed budget breakdown
- References who can speak to past performance
- Examples of Work an Asset

Submission Details

Deadline: Wednesday May 20th, 2026

Submission: hiring @ dfrc.ca | **Subject Line:** RFP for Shifting the Narrative

Delta Family is an equal opportunity employer and makes every effort to accommodate the needs of candidates through the selection process. Please let us know in advance if you require accommodation.

Delta Family thanks to all applicants; however, only short-listed candidates will be contacted.