



Canadian Mental  
Health Association  
Ottawa  
*Mental health for all*

Association canadienne  
pour la santé mentale  
Ottawa  
*La santé mentale pour tous*

CMHA Ottawa | ACSM Ottawa  
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## REQUEST FOR PROPOSALS

### ***Building the Capacity of Community Mental Health Workers to Provide Anti-Racist Care***

#### **Scope**

The Canadian Mental Health Association, Ottawa Branch (CMHA Ottawa) seeks an independent consultant to facilitate the organization's first year of implementing "How to Provide Anti-racist Mental Health Care," an evidence-based online training program developed by the Vulnerability Trauma Resilience and Culture (V-Trac) lab at the University of Ottawa.

The objectives of this initiative are:

- To develop a sustainable Anti-racist Mental Health Care training program, tailored to CMHA Ottawa's community mental health setting and addressing the unique needs of our staff and clients.
- To equip all CMHA Ottawa staff members to provide Anti-racist Mental Health Care.

#### **Background**

CMHA Ottawa is a non-profit organization that provides clinical community mental health services to approximately 1,500 people each year with serious mental illness and experiences of homelessness or vulnerable housing.

#### **Vision and Mission**

The Vision of CMHA Ottawa is: "We work to develop a community that values everyone's human dignity, mental health and well-being." Our Mission is to: "Offer evidence-informed services for individuals experiencing mental illness and/or substance use disorder; Promote positive mental health for all; and Promote an integrated system of mental health services in collaboration with clients, families, service providers and other stakeholders." According to our Values, we are guided by our commitment to Social Responsibility, Social Justice, Social Inclusion, Anti-Oppression, and Self-Determination.

#### **What We Do**

CMHA Ottawa services are provided as part of an integrated treatment approach where each client has an assigned case manager (outreach or intensive case management) who works with them to develop a care plan. In addition to outreach services and intensive case management, the organization provides wraparound nursing and crisis primary health care, concurrent disorder programming, psychotherapy, and housing supports. CMHA Ottawa is one of the largest Housing First organizations in Canada, administering over 500 rent subsidies to people exiting homelessness and providing the necessary supports to help them become stably housed. All CMHA Ottawa programs are recovery-oriented and strength-based, and the organization is committed to the provision of evidence-based practices.

#### **How to Provide Anti-racist Mental Health Care Training**

"How to Provide Antiracist Mental Health Care Training" was developed based on the research of Jude Mary Cénat at the School of Psychology, University of Ottawa. The online training is being adopted across Canada and the United States. It is approved by the Canadian

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CMHA Ottawa is located on the unceded, unsurrendered territory of the Anishinaabe Algonquin Nation. We recognize the Anishinaabe people as the customary keepers and defenders of the land now known as Ottawa. We are grateful to live and work on the unceded territory of the Anishinaabe Algonquin Nation. L'ACSM d'Ottawa est située sur le territoire non-cédé de la Nation algonquine anishinaabé. Nous reconnaissons que le peuple anishinaabé sont les gardiens traditionnels et défenseurs de la terre maintenant connue sous le nom d'Ottawa. Nous sommes reconnaissants de vivre et de travailler sur le territoire, lequel n'a jamais été cédé, de la Nation algonquine anishinaabé. Thank you. Merci. Miigwetch.



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Psychological Association for continuing education credits. For additional information, see these guidelines: [https://www.thelancet.com/journals/lanpsy/article/PIIS2215-0366\(20\)30309-6/fulltext#box1](https://www.thelancet.com/journals/lanpsy/article/PIIS2215-0366(20)30309-6/fulltext#box1)

And, access the training by registering in the following link:  
<https://www.formationmentalhealthforeveryone.ca/en/>

### **Tasks and Deliverables**

Through this training initiative CMHA Ottawa will provide the V-Trac Anti-racist training to all our 170 staff members in order to increase the capacity of all of our staff to create safe spaces for each other and our clients. The training is to take place over the course of February 2025 to March 2026. The independent consultant, future staff trainers, the Clinical Directors and members of the Anti-Black Racism Committee will collaboratively develop the initial roll-out plan for the training. All staff members belong to a team that is either organized by program, by management-level, or by administrative function. The training will be administered in a hybrid way where some components of the material will be completed by staff individually on their own, and the team meeting sessions will be devoted to covering the discussion material.

Throughout the initial roll-out, the consultant will train future internal Champions and will develop the plan for future roll-out of the training, in collaboration with the project leads and members of the Anti-Black Racism Committee. The future training will include provision of full training to new staff members every year, and ongoing monitoring/performance measurement and refresher training sessions for all staff.

### **Evaluation of the Training**

Employees will complete an already-developed survey before they participate in the training, immediately after the training, and then as a 6-month follow-up. In addition, the organization will collect qualitative data on implementation facilitators and challenges, as well as leverage the Ontario Perception of Care survey data for evaluation purposes.

### **Consultant Experience**

The successful consultant will carry expertise in the provision of Anti-racist mental health care in a community setting, as well as Anti-racism training expertise, and personal lived experience as a member of the Black community. Bilingualism is a strong asset.

### **Project Cost and Schedule of Payments**

The budget for this project is approximately \$14,000. The Consultant will provide the budget and requested schedule of payments.

**Please submit proposals by email by Monday November 22, 2024 (5PM EST) to the attention of Dania Versailles at [dversailles@cmhaottawa.ca](mailto:dversailles@cmhaottawa.ca).**

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