

**request for proposal:
interdisciplinary group supervision facilitator (IGSF)**

Please forward required documents by **February 22, 2023 (midnight)** to:

Planned Parenthood Toronto

c/o Rahim Thawer, MSW, RSW
Affective Consulting & Psychotherapy Services
rahim@affectiveconsult.ca

agency and project background

Planned Parenthood Toronto (PPT) is a community health centre serving the needs of youth aged 13-29 in Toronto. We provide accessible and inclusive programs and services that promote healthy sexuality and informed decision-making. We offer primary, sexual, and mental health care services as well as programming in the community. Our organization's vision is healthy, supportive and equitable communities that promote youth's autonomy in building their lives.

scope of project

PPT is seeking an Interdisciplinary Group Supervision Facilitator (IGSF) to provide virtual clinical supervision services on a monthly basis. The service provider team includes approximately sixteen staff members who offer mental health services, community programming (i.e. health education workshops, social support groups, online sexual education), and reception/other public-facing services. The IGSF will provide case consultations and offer insights from a psychological and therapeutic perspective with the objective to:

- Understand the behavioural patterns of service users
- Explore challenging interactions that arise with service users
- Identify emotional triggers for service providers and service users
- Process difficult feelings that come up for the provider
- Discuss anti-oppressive approaches to working with hard and soft personalities
- Consider new communication strategies where appropriate
- Reflect on individual and systemic issues affecting service users
- Consider the ways PPT as an organization can better support service providers and service users

In addition, the IGSF will prepare exercises (for large and small groups) to support deep reflection, knowledge sharing, and management of the emotional impact of frontline work. This includes processing difficult experiences of racism, antisemitism, homophobia, biphobia, transphobia and ableism while working in community.

The IGSF must have certification and membership in good standing with either the Ontario College of Social Workers and Social Service Workers (OCSWSSW), College of Registered Psychotherapists of Ontario (CRPO), or College of Psychologists of Ontario (CPO).

The successful candidate will be expected to perform the following:

- Facilitate monthly sessions for a duration of 90-120 minutes (to be determined) on a set schedule of Wednesday afternoons beginning March 22, 2023
- Foster an atmosphere of trust, support, encouragement, and mutual respect that is conducive to the professional growth of all participants in the supervision experience
- Be prepared to discuss ethical guidelines, practice values, and professional standards in the context of service provision and the complexities of serving marginalized youth
- Create an intentional space for case consultation as well as creative restoration support for frontline staff
- Bring tools and exercises to sessions that support deep reflection and skill development
- Offer insights within an anti-oppressive and trauma-informed framework
- Bring attention to and explore the dynamics of parallel process
- Bring relevant organizational concerns to PPT management after consulting with the provider team
- Maintain a brief record of themes, cases, and interventions from each session for continuity of group process

submission requirements and terms of contract

proposal contents

Proposals must include the following components, each in appropriate detail:

- A statement of interest that includes
 - an overview of relevant clinical and community experience;
 - approaches and modalities that will be applied to the interdisciplinary group supervision process;
 - a brief philosophy on anti-oppressive clinical work
- A resumé or curriculum vitae (references not required at this stage)
- A quotation for hourly rates including disbursements for a 6-month commitment, applicable taxes, and any other expenses to be charged to PPT.

questions regarding applications

Please submit questions to rahim@affektiveconsult.ca and cc: ppt@ppt.on.ca

invoicing

Planned Parenthood Toronto will work with the vendor to determine a payment schedule acceptable to both parties.

All remittances to the Receiver General as outlined in the Employment Standards Act, the Canadian Revenue Agency, the WSIB and the Ministry of Health will be paid by the contractor, it is expected that any respondents to the RFP will be set up as such.

vendor expense

Any expenses incurred by the vendor in the preparation of the proposal submission are entirely the responsibility of the vendor.

acceptance or rejection of proposal

Planned Parenthood Toronto reserves the right to reject any or all proposals at its sole discretion for any reason whatsoever. Planned Parenthood Toronto will not be responsible for any liabilities, costs, expenses, loss or damages incurred, sustained or suffered by any vendor by reason of the acceptance or non-acceptance by Planned Parenthood Toronto of any provision or by reason of any delay in the acceptance of a proposal, except as provided in the proposal document.

evaluation

Proposals will be evaluated on, but not limited to, the following criteria:

- Experience and qualifications of the vendor relevant to the PPT requirements.
- The quality of the proposal.
- Any features or advantages uniquely proposed by the vendor which Planned Parenthood Toronto has not identified in the project deliverables or description.
- The vendor's financial proposal (including an itemized breakdown of costs, fee structure, and projected expenses).
- Commitment to pro-choice philosophy
- Demonstrated commitment to equity goals and principles, to sexual and reproductive rights, to being youth positive, 2SLGBTQ positive and sex positive, sex work positive and to being inclusive of diverse sexual and gender identities