



Terms of Reference

Anti-Oppression Consultant for BTS

Since the 1980s, the Maritimes-Guatemala Breaking the Silence Network (BTS) has sought to respond to the needs and issues defined by our Guatemalan partners based on the principles of relationship-building, solidarity and mutuality. As a grassroots network with this shared commitment, we undertake initiatives such as advocacy, public education and cross-cultural learning. We know that anti-racism and anti-oppression are central to solidarity work. We also recognize the need for our Network to engage in deep reflection and analysis, in order to integrate more critical justice affirming, anti-racist, and anti-oppressive practices into our work.

In 2017, BTS hosted a one-day Diversity and Inclusion Workshop with staff, representatives from our local committees and members of our working committees (Finance, Personnel, etc.). Since then, we've explicitly made diversity and inclusion a priority in our work. We've taken some initial steps, however, we recognize that as a primarily volunteer run network that we need additional support. As such, we are currently looking for someone to support our efforts in continuing this work and to facilitate a process that guides us to tangible tools that can help refine our practice of solidarity within an anti-oppression framework.

The overall goal of this is to build and strengthen our community through guided reflection and analysis of where we are currently with regards to anti-oppressive practices, and develop guiding tools to move towards where we want to be.

We have identified a set of priorities that we would like to pursue:

1. Identify BTS-specific needs for advancing this work
2. Present a framework for implementation and integration of anti-oppression practice across BTS' work
3. Develop and implement a train-the-trainer workshop on anti-oppression and inclusion for network members, along with how-to-use guide, as well as tools for monitoring & evaluating the progress of this work
4. Support BTS to develop an anti-oppression policy along with tools for implementation (ie. checklist, evaluation template for follow-up) and monitoring

We understand this is a long-term process. We hope that as part of our initial work together, we can identify the most pressing priorities and develop a plan to address all issues and priorities over time.



General Parameters

- We envision this work beginning in mid-October. This would include participation of the hired individual in the BTS Strategic Directions Gathering on October 23rd and the BTS Annual Gathering to be held October 24-25 in Tatamagouche, NS
- We envision this work culminating in February of 2021 with the fulfilment of the identified set of priorities established above
- As a Maritimes-based network, we are seeking someone based in the Maritime provinces

Remuneration

- BTS is able to offer up to \$5,000 for this consultancy
- Work schedule and hours are to be determined by the consultant in communication with BTS staff

Application Process

Interested individuals are asked to submit an expression of interest, along with their CV outlining related experience and how they would undertake this work with BTS. We are accepting applications until Monday, October 12th at 11:59PM AST. Please email your application in one document to BreakingTheSilenceHiring@gmail.com.

Please note that interviews will take place Wednesday, October 14th and Thursday, October 15th. The selected candidate would be expected to begin the following week. We thank all applicants. Due to the volume of applications, only short-listed applicants will be contacted.

We encourage applications from individuals that represent the full diversity of communities in terms of ability, age, class, gender, race and sexual orientation. Furthermore, we appreciate and value the knowledge and skills arising from people's lived experiences.