



## Request for Proposals

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### Development of a COVID-19 Pandemic Economic Recovery plan for Inuit Women

#### Issuing Office:

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**Deadline for submissions: Nov 20, 2020**

## **Statement of Work**

### **Title**

Gendered economic recovery plan for the COVID-19 pandemic for Canadian Inuit Women

### **Introduction**

As the national voice for Inuit women in Canada, Pauktuutit fosters greater awareness of the needs of Inuit women, advocates for equality and social improvements, and encourages Inuit women's full participation in the community, regional and national life of Canada. One component of advocating for the social, cultural, political and economic betterment of Inuit women, their families and communities is to ensure that the necessary policy tools are developed and applied in a manner that reflects the realities and needs of Inuit women.

Gender equality is an important part of an economic recovery plan for the COVID-19 pandemic. It does not happen automatically and requires informed advice and input. An equitable plan requires an ideological vision as well as action on the part of governments, businesses, and social groups. Equitable considerations for Inuit women continues to be a priority for Pauktuutit Inuit Women of Canada. We will provide concrete, evidence-based advice to inform progressive economic policies that will support Inuit women and will promote gender equality as part of a forward-looking economic relief, stimulation and recovery plan.

It is important that Inuit women be able to influence policies and programs for COVID relief that affect their business and their daily lives, to access programs and services that are available to help improve their quality of life, and to enjoy a quality of life that is comparable to other Canadian women. A framework that is Inuit specific which supports the economic recovery of Inuit women's business regardless of size. This will be an important step towards equity of outcomes for Inuit women.

### **Goals of the Project**

Inuit women and Inuit women-owned businesses experience distinct circumstances that create unique economic challenges and opportunities. Operating a business in the North is challenging due to the critical lack of supporting infrastructure such as housing and spaces to operate a business. There are limited economic opportunities for small grass roots businesses to develop and thrive. Inuit women have adapted over time to incorporate traditional Inuit knowledge and skills into their business ventures.

With strength and resilience, along with a strong connection to family, the land and community, Inuit women have adapted to create opportunities to increase their economic independence. Prior to COVID-19, Inuit women continued to adapt and were on a course to increase their economic status and be strong contributors to the growth of the Inuit economy. Businesses

owned by Inuit women range from small home-based sewing and crafts businesses to filmmaking, veterinary services and pressure pipe steel fabrication.

With the onset of COVID-19, several vulnerabilities quickly became apparent for Inuit women in business. The pandemic has deepened pre-existing gendered inequalities and exposed vulnerabilities in social, political, and economic systems. For example, the lack of available and affordable childcare, which makes it difficult for Inuit women to dedicate their time to their businesses. Furthermore, children were not attending school, requiring women to devote their time fully to their home situations (especially as childcare centres are only operating for essential workers). Stay at home requirements exacerbated family tensions in already overcrowded and inadequate homes. The loss of income from limited business revenue created stressful situations in an already overburdened system made even more difficult for Inuit women.

Pauktuutit is working with Indigenous services Canada (ISC) to support a project that will inform and advise the Government of Canada on economic relief, stimulus and recovery planning targeted for Inuit women in business.

The project will inform and provide a better understanding of the economic impacts of the pandemic on Inuit women in business. By conducting research and gathering concrete evidence we will be able to respond to:

1. What are the opportunities for economic development for businesses?
2. What are the impacts of the pandemic that may be different and unique for businesses that are owned by Inuit women?
3. What are the corresponding social impacts on families?
4. Gauge the effectiveness and uptake of the government announcements and relief funds to help Inuit women-owned businesses survive the pandemic.
5. Issues that were not taken into consideration that would have helped Inuit women's businesses survive and thrive during the pandemic.
6. Recommendations to bolster the existing capacity of Inuit women and businesses.
7. Recommendations for pandemic economic stimulus initiatives of specific benefit to Inuit businesswomen.
8. Issues or unique requirements that ISC needs to be aware of to better understand the needs and priorities of Inuit women-owned businesses.

## Scope

This is an open call to individuals, firms, or organizations to propose the development of a Inuit-specific economic recovery plan for Inuit women in business.

The project outcomes will provide recommendations regarding equitable access to programs, supports and funding for Inuit women. The project will also produce gender and Inuit-specific data regarding economic development (such as relevant labour market opportunities) and subsequently, the required funding mechanisms. Furthermore, the research will provide a better understanding of the current capacity and support available to Inuit women across the country in addition to advocating for a more equitable representation of Inuit businesswomen provincially/territorially and nationally.

1. The project will seek to better understand the economic impacts of COVID on Inuit women in business.
  - a. Learn how Inuit women's businesses have been impacted by the pandemic
  - b. Look at the links between the financial impacts on Inuit women's business and resulting social impacts
  - c. By exploring economic development opportunities and supports offered to Inuit women, learn from partners how Inuit women's businesses fared as they move along the path from inception to implementation, comparing data prior to the pandemic until now. This will provide insight into barriers and gaps that were pre-existing to COVID-19 and additional challenges experienced during the pandemic crisis.
  - d. Learn how Inuit women in business may have innovated to survive the health crisis. This will include understanding accessibility to government supports offered to businesses as well as other supports Inuit women in business have implemented to ensure their businesses continue to survive and thrive.
  - e. Determine what if any pandemic supports were accessed by Inuit businesswomen and the benefits to their business; conversely, we will also explore why Inuit women were not able to apply and/or access supports, programs and resources.
2. This project will research and conduct analysis for informed recommendations that will better support stimulus programs specific for Inuit women in business and encourage economic recovery.

**Deliverables:**

1. A comprehensive workplan, critical path, risk management document, and various other documents required for effective project management between Pauktuutit and the contractor.
2. A complete internet research review summary
3. A complete literature review summary
4. An interview framework for both stakeholders and for Inuit women in business
5. A high-level summary of key findings and common themes resulting from interviews
6. A comprehensive report
  - a. Direct impacts resulting from the pandemic for Inuit women-owned businesses
  - b. Identifying the social impacts for Inuit women and their families as a result of the crisis and their impediments to their businesses.
  - c. Identifying gaps and barriers for Inuit women in the process of business development – from inception to implementation
  - d. Addressing gaps and barriers for Inuit women in accessing or utilizing federal grants and supports for businesses in COVID-19 relief
7. A policy paper and position paper with recommendations

It is important for applicants to demonstrate an understanding of Inuit culture, the traditional and evolving nuances of Inuit women's roles, in addition to the indicators unique to Inuit women. It is important that indicators ensure equitable consideration of all Inuit women.

Applicants must also have extensive experience working with Inuit and Inuit led organizations. They must possess effective communication skills and methodology and have the proven expertise to produce culturally relevant work.

**Specifications*****Phase 1: Project Planning***

- a. Comprehensive work plan with corresponding tasks and assignments
- b. Critical path
- c. Risk management
- d. Communication schedule
- e. Approval schedule
- f. Identification and contacts for all stakeholders and participants

***Phase 2: Research, Document Review, Surveys, and Interviews***

- a. Conduct online research and review online sources of information and identify potential resources for Inuit women in business to access
- b. Conduct literature review
- c. Design and develop interview (and potentially, survey) framework
- d. Conduct interviews with support organizations for Inuit women in business
- e. Conduct interviews with Inuit women in business
- f. Draft a high-level summary of key findings and common themes

### ***Phase 3: Reporting***

- a. Draft comprehensive report on the results of research
- b. Send draft report to Inuit Women's Business Council (IWBC) for review and feedback
- c. Revise and finalize report based

### ***Phase 4: Develop Policy Paper***

- a. Develop a policy paper of potential options to address issues found in research report
- b. Send draft policy to business council members for review and feedback
- c. Revise policy paper based on feedback

### ***Phase 5: Project review***

Participate in A full review of the project to debrief and identify, successes, challenges, barriers and recommendations

### **Timeline**

The duration of the contract will be from November 30, 2020 to March 31, 2021.

- Bids accepted until Nov 20, 2020;
- Contract begins Nov 30, 2020;
- Contract ends March 31, 2021.

### **Pauktuutit's Roles and Responsibilities**

The primary contact at Pauktuutit for this project is Christine Lund, Senior policy advisor, Social and Economic Development (clund@pauktuutit.ca). Pauktuutit commits to providing the information and materials necessary to complete the work and will respond to requests for information promptly.

Pauktuutit will provide all applicants with a final decision within five business days following the submission deadline.

### **Confidentiality, Privacy and Copyright**

The successful applicant shall not disclose to any party any confidential information gained or resulting from activities undertaken under this project, nor shall the applicant disclose any information concerning Pauktuutit or their affairs while working on this project.

Pauktuutit and the successful applicant will agree to acknowledge and accord appropriate credit for each other's contribution to this project, including any products developed and disseminated as a result. Both parties will agree on how credit is attributed, depending on the nature and degree of each organization's contribution.

Pauktuutit retains ownership of all materials and intellectual property created, designed, or produced because of activities undertaken by the successful applicant when awarded this project.

The successful applicant will generate original work for this project.

### **Proposal Instructions**

- Applicants must submit their company name, and confirm their incorporation, references, and/or portfolio;
- Submit by email to [clund@pauktuutit.ca](mailto:clund@pauktuutit.ca);
- All submissions must be in Word or PDF format; and
- Estimates/budgets must remain firm until March 31, 2021.

No payment will be made for costs incurred in the preparation and submission of a proposal in response to this RFP;

- No costs incurred before receipt of a signed contract can be charged to the proposed contract;
- Travel that may be required will be separate from this scope of work budget and will be paid for by Pauktuutit; and,
- Pauktuutit reserves the right not to award a contract because of this RFP.

### **Budget**

The proposal must include:

- A detailed budget not to exceed \$122,000 including HST and demonstrates the objectives and deliverables for the project can be met;
- Indicate the billing rate;
- List any other expenses that might be applicable; and.
- The total bid MUST include 13% HST tax.

### **Rights of the Organization**

Pauktuutit reserves the right to:

- Enter negotiations with one or more bidders on any or all aspects of this proposal;
- Accept any proposal in whole or in part;
- Cancel and/or re-issue this requirement at any time;
- Award one or more contracts; and
- verify any or all information provided by the bidder regarding this requirement.

### **Contact Information**

Please direct the application to:

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