

Invitation to tender

Consultant: Anti-racism activist training and support package

Project Location: Home or office based

Project Duration: From June 2023 (negotiable according to availability)

Budget: Up to £20,000 (including travel and venue costs for elements delivered in person)

Project details: Friends of the Earth England, Wales and Northern Ireland is a grassroots environmental campaigning community with a network of more than 200 Local Action Groups. The network is an important part of our power base, working on campaigns which we design, as well as their own campaigns and activities at a local level. We are aware that we are not always representative of the communities we would like to represent and that we are at different stages in our journeys to becoming anti-racist.

The climate crisis is a racist crisis, created and upheld by oppressive systems such as white supremacy and colonialism, and those most urgently at risk have done least to cause the problem. The solutions to environmental injustice must work to oppose these oppressive systems and must prioritise those on the frontlines of injustice. We are prioritising our commitment to becoming an anti-racist organisation and network and to ensuring that this is at the heart of everything we do. We are taking a number of measures to this end, including training and support.

Local Action Groups are generally on board with our commitment to anti-racism, but some groups struggle to engage with it for the following reasons:

- Lack of time – our groups are groups of volunteers often with busy lives. Getting a campaign stall happening can be a huge commitment for a small group so engaging in a training that runs over several weeks is a big ask for many groups.
- Location – some of our groups are situated in less racially diverse parts of the country so while it's hard to find a place in the UK that is completely white and while groups can still connect to the anti-racist goals of a campaign, anti-racism can feel less tangible for groups in less diverse areas.

It is also worth noting that in the past, the group members that have signed up to the training have been self-selecting rather than it being a whole network approach. This will likely be the case again, which could potentially create leadership opportunities within the network, and a chance to identify individuals who could support the learning journey for the wider network.

We began our thinking around anti-racism and our network in 2017. Since then, we have had a few different providers and trainings from which we have learned a lot and continue to implement the recommendations that came out of this work. We would like to use the learnings from these experiences to develop our next package of anti-racism training and support for our network and network-facing staff. The majority of our network and staff body have white-lived experience and one of our learnings is that it is important to create separate spaces for different identities, particularly to protect staff and network members of colour from white fragility when it shows up, and to facilitate different learning and support needs. We are currently working with [USEMI](#) throughout this work to help us support staff and network members of colour. We are looking for

this next round of network-facing training and support to include proposals around how to support network members of colour during this training.

We recognise that training cannot stand alone and that this will be one of many interventions, and part of a larger learning journey and series of actions for both our staff and network. We are currently running a series of trainings for staff and have an in-house anti-racism working group who are working closely with our Diversity and Inclusion Manager to look at how anti-racism can be embedded across our decision-making processes, governance and everything that we do. This is part of our ongoing commitment to EDI and is set out in our organisational EDI plan. Our grassroots training lead is also working with these groups to develop a longer anti-racism learning journey specifically for the network and is also hoping to deliver some training around reflective practice with the network over the coming months. This next package of network-facing training and support will just be one element of this work and will aim to:

- Further understanding of how racism operates in our society and what it means to be anti-racist.
- Create a space for network members racialised as white to learn about effective allyship and how to approach supporting communities on the frontlines of environmental and social injustice.
- Create a space for network members of colour to participate in this work in a way that serves them and to access available support.
- Support the network to connect with their own journey to anti-racism including advice on ongoing learning and reflective practice, and to support an understanding of how unconscious bias and privilege contributes to oppressive communication and practices.
- Assist us in identifying and developing leaders in our network that can nurture this work.
- Develop skills and techniques to ensure anti-racist behaviours are embedded in the organising and partnership work conducted by the network.
- Create understanding of how race and racism connects to climate and environmental justice to support the design and delivery of anti-racist campaigns within the network.
- We really want the successful appointment to be a partner of ours and help us identify other needs, connect, review and reflect so that we can continuously grow and correct as needed.

We are open to this training package being delivered online or in person and expect that it may involve a mix of the two. Since the onset of the COVID-19 pandemic in spring 2020, we have been delivering an extensive training programme exclusively online to our network, so our campaigners are now much more used to participating in online trainings. However, it may be best to deliver elements of the training in person and expect there may be a hybrid approach.

In addition to the above, we want to develop a training package for the staff that play a supporting role with the network on their journey to anti-racist approaches. This would include staff based around the UK who hold the closest relationships with our network, as well as some of the campaign staff who work with our network and partners on campaigns. Our aims for the staff training are:

- For staff to feel confident in supporting the network on their anti-racism journey.
- To gain knowledge and skills in anti-oppressive and inclusive facilitation skills.
- To learn approaches to challenging racist behaviours and comments.
- To create a separate space for staff members of colour to engage in this work in a way that serves and supports them.
- To feel confident in building effective partnerships/relationships and power with groups, communities etc.

- For anti-racism to be reflected in the organising, activism and campaigning that staff do locally.

We would like the staff trainings to begin before the trainings for the network so that staff feel equipped to manage any questions or support needs that come up from the network.

Skills and competencies: For this consultancy, we are looking for a skilled facilitator who is experienced in the development and delivery of anti-racism training for activists. Knowledge (and preferably experience) of grassroots campaigning/organising/activism is essential. We are open to expressions of interest from training collectives/organisations who have extensive experience of working together on these issues, where different trainers bring different skills and/or lived experiences.

Expressions of Interest: To apply please send us an application of maximum two sides of A4 in which you address the following questions:

- Why you believe you are equipped to take on this consultancy and why you would like to take it on.
- The method you adopt for developing people in this area, and how you deal with difficult/awkward situations and questions.
- Examples from your own experience or that you respect on developing organising and activism around anti-racism.
- A brief outline of what you propose for the training and support package including:
 - A breakdown of your approach and method to designing, delivering and evaluating training of this nature.
 - How you might approach working with a network of this size and whether you might consider train the trainer elements, or skilling up certain staff and network members as part of this work to support the outcomes.
 - An outline of what this training and support package could look like. In order to reach as many people in the network as possible, we anticipate tenders will include more than just a single standalone training and that they include multiple entry points for the network to engage in this work. This might be an intro training, a longer training, coaching, written resources or something else.
 - How you would manage the different starting points of participants.
 - How you would propose to support network members of colour.
 - Any suggestions for how to best embed this work and advise on what an ongoing learning journey should look like (note, this wouldn't have to be part of your role necessarily to enact these suggestions).
 - Estimated costings.

Closing date: 12th June

Interviews: Late June

For further info please contact: Jennifer.rosenberg@foe.co.uk