



Organizational Anti-Racism & Decolonization Project

Zero Ceiling, a non-profit dedicated to ending youth homelessness, is seeking to hire an Anti-Racism and Decolonization Consultant. The Consultant will conduct a needs assessment of Zero Ceiling's organization, governance, leadership, policies, and practices and will recommend practices and policies to make Zero Ceiling a more anti-racist and anti-discriminatory organization.

The Consultant will bring their expertise in the work of Justice, Equity, Decolonization, and Inclusion to a full review of Zero Ceiling through interviews, focus groups, and documentation review. The Consultant will provide a final report by March 2023 with recommendations, tools, and resources for Zero Ceiling to further their anti-racism and decolonization work. This project is funded by the Community Support, Multiculturalism, and Anti-Racism Initiatives program through the Ministry of Canadian Heritage.

About Zero Ceiling

Zero Ceiling's mission is to end youth homelessness. We are a small non-profit based in Whistler, BC serving youth and young adults from the Sea to Sky and greater Vancouver. We create a supportive, stable, safe environment where young people can focus on personal growth. Strong, positive relationships are at the heart of everything we do. We work towards equity and social justice for young people who have been discriminated against, excluded, and oppressed.

Zero Ceiling believes in the principles of J.E.D.I.: justice, equity, decolonization/diversity, and inclusion. Homelessness and the causes of homelessness come as a direct result of the process of colonization and the ways systems are designed in our society. Therefore, we must gain a full understanding of where we can improve, what tools we will need to improve, and how to ensure Zero Ceiling is a welcoming and safe space for all.



Project Background & Purpose

In 2022, Zero Ceiling secured funding from the Community Support, Multiculturalism, and Anti-Racism Initiatives program (CSMARI) to enhance our operational structure and management abilities to embody the principles of anti-racism and anti-discrimination. As part of this project, Zero Ceiling is engaging an anti-racism consultant to conduct a needs assessment of Zero Ceiling and submit recommendations to meet the goals of the project.

The purpose of this Community Capacity Building project is to help Zero Ceiling to evolve into an organization that embodies the principles of justice, equity, decolonization, and inclusion across the entirety of its policies, procedures, practices, and programs. The ultimate goal is that youth facing homelessness from diverse communities, especially Indigenous youth, will be better connected and served by Zero Ceiling.

Consultant Scope of Work

1. Conduct a review of Zero Ceiling including governance, leadership and organization model, internal organizational systems, recruitment & retention strategies, current and planned programming, partnerships, and advocacy work.
2. Provide a final report that includes the results of this assessment, and recommendations for how Zero Ceiling can improve their anti-racist and anti-discriminatory practices. This report should also include recommendations for tools, resources, trainings, and partnerships that would support the goals of this project.



Project Summary

Title

Zero Ceiling Anti-Racism and Decolonization Project Consultant

Funded by

Department of Canadian Heritage

Contract amount

\$23,825

Timeline

December 1, 2022 – March 31, 2023

Deliverables

1. Conduct a thorough review of Zero Ceiling, including programs, leadership, governance, systems recruitment and retention, communications, partnerships, and advocacy.
2. Provide a final report including a needs assessment and recommendations for how Zero Ceiling can improve its anti-racist and anti-discriminatory practices.

If you are interested in this project, please contact Jill Patrick to find out more by December 1, 2022:

Jill Patrick

Manager of Grants and Culture

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