



DELTA

# ORGANIZING AGAINST RACISM & HATE

## **Social Media Administrator and Moderator Training Curriculum Developing at Delta Organizing Against Hate and Racism (OARH) Request for Proposals**

We invite your proposal to work with Delta OARH in our efforts to find a curriculum development consultant for our organization as we are increasing awareness and improving responsiveness to racism and hate online in Delta, BC. The contract will be held with Deltassist Family and Community Services Society, the host agency of the committee.

### **Project Description**

Delta's OARH Committee was formed in 2016, in response to a provincial initiative to address racism and hate within Delta. As the committee has taken shape, it has become evident that Delta is in dire need of support, education, and information to equip its citizens with the ability to adequately and effectively respond to racism, hatred, and other acts of division.

We are looking at specifically building and developing curriculum, specific to our committee and our community, that will help administrators and moderators of local social media community spaces (i.e Facebook groups, Facebook pages of local organizations and businesses), improve, strengthen, and build their capacity to respond to instances of online racism, hate and other acts of division within Delta. Currently local Facebook groups are unsafe for marginalized people as those in charge are ill equipped to address racist and hateful comments and posts left by members of the community.

We anticipate approximately 16 participants for this training. Our committee will use the training curriculum developed to design a series of Social Media Moderator Training Workshops.

These workshops will be open to leaders of businesses and organizations within the community who require more education and assistance in responding to online racism and hate. Through these workshops, we will be training people within the community, equipping them with the knowledge and confidence to moderate their groups online, as well as address any instances that may occur in their own lives.

### **Project Objectives**

Our goal is to create a curriculum that will be used to educate and equip administrators and moderators with the tools to recognize comments that constitute racism and hate and will teach them how to respond effectively, creating a safer online space for all members of the community. Our project will be designed to address racism, hate, and other acts of division within Delta. Our goal is to bring awareness to Delta in regard to social participation and social justice. It is the



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project's intent to educate administrators and moderators of social media groups and pages to be aware of what constitutes racism, hate, and other acts of division, thus equipping them to respond effectively. Through education and training our project will provide Delta individuals with the knowledge and confidence to recognize racism and discrimination online and in real life.

It is the desire of the Delta OARH committee to engage the community of Delta in talks that are otherwise quite difficult. Because racism, discrimination, and hate are tough subjects, it's often easier to keep quiet and pretend they do not exist. However, this hurts individuals and the community of Delta as a whole. Through our project, we will engage the community of Delta in the difficult discussions of multiculturalism, diversity, racism, gender, ableism, and religious discrimination. The committee is taking a multi-faceted approach, which includes providing training for leaders in Delta, workshops for members of the community, and education for social media administrators and moderators.

Our project has the capacity to reach the international level in that the online world takes place on the global plane. Our hope is that the Social Media Administrator and Moderator Training Curriculum that we develop may also be of interest to those outside the City of Delta. The outcome of this activity is to provide a resource for the committee, allowing all members to become more proactive and responsive to instances of racism and hate within Delta. We also hope that this will be created with sustainability and longevity in mind, allowing the committee to be self-sufficient in providing training and allowing members to use it indefinitely to educate people within Delta.

Our project will address barriers to employment, justice, and/or social participation by shining light and bringing awareness to the issues and challenges that Indigenous Peoples, racialized communities, and/or religious minorities face daily. If a person is not a member of a marginalized community, it may be difficult for them to recognize and appreciate the repercussions that acts of racism, hate, and other acts of division have on others. Thus, our goal is to educate and train individuals so that they are able to empathize with members of marginalized communities, even if it does not affect them directly. Equipped with this knowledge, individuals will be able to recognize and thus dismantle barriers that may hinder their fellow macroaggressions when it comes to racism, hate and discrimination.

### **Measures of Success**

The outcome of this activity is that Delta residents – primarily business and community leaders – will become better equipped to understand, recognize and respond to instances of racism, hate, and other acts of division that occur online. Through this, we hope to reduce occurrences of racism and hate and create more safe spaces in the online community in Delta.

### **Length of Engagement**

Four months for curriculum development.

### **Proposal Requirements**

In your proposal, tell us the following:

- A bit about your organization. What is your story and how did you come to do this work?
- Why are you excited to work with Delta OARH?
- What would your process be for embarking on this work with Delta OARH?
- What is out of scope for your organization, given your expertise and the project budget?
- Have you done comparable work with other companies? What can you tell us about those projects and their results? What references do you have that we could potentially contact?
- What is your project budget?
- How will you measure success?
- What expectations do you have of us to make this partnership successful?

### **Evaluation Criteria**

Proposals will be evaluated on the following criteria (not an exhaustive list, and not in any particular order) and preference will be given to BIPOC and 2SLGBTQIA+ applicants:

- Understanding of Resilience BC and Delta OARH
- Understanding of our project objectives
- Clarity, innovation and creativity of proposal
- Level of specificity for project deliverables
- Relevant samples of work
- Is the organization Indigenous led and/or does it have significant representation from the Indigenous community?
- Budget
- Ability to meet timelines

### **Contact and Process for Submission**

Please email submissions and any questions to: [deltaoarh@gmail.com](mailto:deltaoarh@gmail.com) to the committee's attention.

Someone will respond to you in 1-3 business days.

Submissions are due February 12th, 2021 at 4:00 pm.