**Call for Expressions of Interest (EOI)**

**Canadian Council of Social Work Regulators (CCSWR)**

**Response Deadline: October 30, 2025**

**Date of Issue: Aug 18, 2025**

## 1. Introduction

The Canadian Council of Social Work Regulators (CCSWR) is seeking Expressions of Interest (EOIs) for an 8-month small-scale project from qualified consultants or individuals with subject matter expertise in equity, diversity, and inclusion (EDI) to support the work of its Anti-Racist Regulatory Practice Working Group (ARRPWG). The successful respondent will collaborate with ARRPWG to develop a resource tool and framework that advances anti-racist practices within social work regulation in Canada.

## 2. Organizational Mission

The Canadian Council of Social Work Regulators provides a national structure for provincial and territorial social work regulatory authorities to act together as the voice, both nationally and internationally, on social work regulatory matters in Canada.

## 3. Project Background

CCSWR established ARRPWG to support provincial social work regulators in protecting the public by considering and exploring actions that they can take concerning best practices in anti-racist regulatory practice. This may include examining their regulatory policies and processes and developing regulatory tools.

The working group's key objectives include:

- Identifying and dismantling racism in all aspects of social work regulation
- Promoting the elimination of bias and other barriers in regulatory policies and processes;
- Supporting anti-racist practices on the part of their members

The principal output will be a comprehensive resource containing principles and reflective questions to support regulatory authorities in fostering anti-racist regulatory environments.

## 4. Project Purpose & Description

The purpose of this initiative is to develop a practical, research-informed anti-racist regulatory practice framework and a resource tool for CCSWR members. The final product will:

- Provide an overview of current and emerging anti-racist regulatory practices;

- Include reflective questions and guiding principles to promote anti-racist inquiry;
- Serve as a resource tool for social work regulatory bodies in Canada.

Relevant references may include, but are not limited to, the Cultural Competence Instrument (CLEAR) and Ontario's College Performance Measurement Framework (CPMF) Reporting Tool.

**5. Expected Deliverables**

The successful consultant will be expected to:

- Participate in an introductory virtual meeting with the Chair (or designate) of ARRPWG;
- Conduct a scoping review on anti-racist regulatory practices;
- Draft a document containing anti-racist principles and relevant resources;
- Develop an engagement plan and facilitate consultation with a reference group through ARRPWG; revise the draft based on feedback from the working group;
- Submit the final document to CCSWR for approval.

**6. Tentative Timeline**

| Timeline | Milestone |
|---|---|
| October 30, 2025 | Deadline for submission of proposals |
| Late November 2025 | Consultant selected; |
| Dec 2025–Jan 2026 | Scoping review |
| February 2026 | Draft of principles and resource document completed |
| Late February 2026 | Progress update submitted to CCSWR via ARRPWG |
| March 2026 | Reference group engagement and feedback process initiated |
| April 2026 | Revisions and editorial review with ARRPWG |
| June 2026 | Final draft submitted to CCSWR for approval |

**7. Submission Requirements**

All proposals must include:
- Full name of respondent and/or organization;
- Contact information;
- Detailed organizational profile and relevant background;
- Summary work plan addressing the deliverables and timeline;
- Fee proposal inclusive of all project-related costs, fees, expenses, and applicable taxes.

**8. Submission Instructions**
Please submit your Expression of Interest in a single PDF file to:

Siu Ming Kwok

siuming.kwok@ucalgry.ca

All EOIs must be received by October 30, 2025, 11:59 PM [ET]. Late submissions will not be considered.