

Terms of Reference – Consultant to the Tanenbaum Indigenous Art Play Program at Right To Play

Background

Right To Play is a global organization that protects, educates, and empowers children to rise above adversity through the power of play. We help millions of children each year to stay in school and out of work, to prevent life-threatening diseases and to stay safe from exploitation and abuse. We are the leading global development organization that uses play to transform the lives of children and youth impacted by poverty, war, disease, and inequality. Established in 2000, Right To Play reaches children through experiential programming in 14 countries in Africa, Asia, the Middle East, and North America. These programs are supported by our headquarters in Toronto, Canada; London, UK and seven national offices across Europe and North America.

In Canada, the Indigenous Programs team partners with over 75 First Nations, Métis, and Inuit communities and Indigenous organizations across British Columbia, Yukon, Saskatchewan, Alberta, Manitoba, Ontario, New Brunswick, and Nova Scotia to deliver the PLAY Program: community-driven, culturally relevant play-based programming designed to enhance leadership, self-confidence, and self-efficacy among children and youth. Guided by an Indigenous community development model, the PLAY Program and its partners create safe and inclusive spaces where children and youth can share their ideas, their hopes, and their fears, and learn the skills to become positive agents of change. Right To Play's Indigenous Programs team works in partnership with communities to provide coaching, training, resources, and support in building up their community's child and youth programming.

Objective of the Assignment

Tanenbaum Indigenous Art Play Program is an innovative project that combines Luminato's artistic expertise and platform with Right To Play's (RTP) proven play-based learning methodology to create a comprehensive arts curriculum for First Nations, Inuit and Métis children & youth and complimentary engagement opportunities with a global arts platform.

Beyond connecting Indigenous communities across Canada through art and play, Luminato and Right To Play are interested in exploring innovative models for cross-sectoral collaboration amongst charities. Our objectives are to explore how shared resources, funding, specialties and audiences can maximize outreach and impact potential. Right To Play, with 15 years of trusted partnerships with Indigenous communities and expertise in play-based learning, will collaborate with Luminato, a well-known festival in Toronto that is committed to reconciliation by working meaningfully and closely with Indigenous Peoples, and partner Indigenous artists to create an arts-based curriculum that will enhance the well-being of Indigenous youth in Right to Play programming.

This collaboration aims to create meaningful access to the arts for Indigenous youth across Canada, resulting in:

- Increased wellness outcomes: ability to process emotions through art, increased confidence in artistic abilities, and access to safe art spaces.

- Deepening youths and youth workers cultural connections: pride, identity, cultural grounding.
- Increase arts-based knowledge: career pathways, connecting traditional First Nations, Inuit, and Métis art forms to contemporary art.
- Create opportunities for engagement with professional artists: festival attendance, behind-the-scenes workshops and talks.
- Increase participation of Indigenous artists in Luminato Festival and strengthened long-term relationships to arts community.

Scope of Work for Consultant

The Consultant will play a critical role in supporting the design, implementation, and evaluation of the Tanenbaum Indigenous Art Play Program. The following is a preliminary scope of work that may be modified during contract negotiations with the selected Consultant. This preliminary scope of work is intended to outline and describe the range of anticipated tasks but is not intended to be complete or final. Specific responsibilities include:

- Lead curriculum development for a resource that integrates Indigenous art and play-based learning methodologies into a framework for frontline Child & Youth Workers to successfully plan and facilitate art activities/projects/programs for First Nations, Inuit, and Métis children & youth and seamlessly incorporate arts activities into existing play-based child & youth programs.
- Facilitate consultations with Indigenous artists, Elders, and community partners.
- Co-develop evaluation frameworks and KPIs aligned with program objectives.
- Document project progress through case studies and reports for stakeholders and funders.
- Align consultant work with roles outlined in the Partnership Agreement between Luminato and RTP.
- Develop and deliver training for stakeholders on use of the curriculum resource.

Minimum Content:

The consultant will be responsible for co-developing a minimum of four hours of training content for arts program facilitators focused on how to design and deliver playful arts programs. In addition, the consultant will co-develop at least six hours of content on culturally connected art forms, including art techniques and materials, approaches to culturally rooted practices, and strategies for establishing meaningful community connections. This component should also include playful art activities that may, but are not required to, connect directly with Indigenous cultures.

The overall program must provide opportunities for participants to engage in at least 48 hours of supported arts activities throughout the year, such as beading, rehearsing a dramatic performance, or writing stories. Knowledge of or experience with Indigenous pedagogies will be considered a strong asset for this work, as these approaches remain underrepresented in post-secondary education but are critical to the success of culturally grounded arts programming.

Deliverables

- Comprehensive arts-based curriculum framework and resource in collaboration with Luminato, Right To Play, and Indigenous partner communities.
- Support the creation of an evaluation framework with KPIs
- Progress and final reports with recommendations.
- Support for presentations to funders, Board, and stakeholders.

Key Milestones

The following are the project milestones. Right To Play reserves the right to modify the key milestone dates and times. Project start and end dates may be modified because of the hiring timeline and contract negotiations.

- Start Consultation with Partners (Luminato & Community Partners): November 2025
- Host an Onboarding Meeting for Right To Play Staff: December 2025
- Curriculum Drafting Begins: December 2025
- Co-host an Info Session for Partners: January 2025
- Conclude Monitoring, Evaluation and Learning Framework, including Community Needs Assessment: January 2026
- First Draft of the Training Modules & Resources Developed: January 2026
- Host a Community Touchpoint: January 2026
- Second Draft of the Training Modules & Resources Developed: February 2026
- Host a Community Touchpoint: February 2026
- Consultancy Wrap-Up: March 2026

Experience

The consultant should have the following knowledge and experience:

- A Bachelor's or Master's degree in Education, Instructional Design, Adult Learning or a closely related discipline. Multi-year experience using Indigenous pedagogies will be considered an equivalent to a relevant post-secondary degree.¹
- Demonstrated experience in curriculum mapping, assessing learning outcomes, and evaluating the effectiveness of programs.

¹ Multi-year experience will be verified through supporting documents, which may include a letter of support from a community member (such as an Elder, Knowledge Keeper, or Chief and Council) attesting to the individual's knowledge.

- Demonstrated experience in curriculum development, instructional design, and/or educational content creation, including online learning.
- Experience working effectively with diverse stakeholders to support co-designed materials, including those with lived experience who are central to the co-design process. Experience working explicitly alongside Indigenous communities and/or youth art programming, preferred.
- Experience with and/or of Indigenous knowledge systems, cultural perspectives, and culturally responsive evaluation.
- Strong project management, cross-sector collaboration, and communication skills.
- Basic knowledge of play-based learning models, arts-education/facilitation, and/or experience with graphic design tools like Canva or the Adobe Creative Suites to enhance the presentation of curriculum materials are considered an asset.

Timeline

- 4 months; approximately November 2025 – March 2026.

Submission of Expressions of Interest

To bid for this assignment, bidders must submit an Expression of Interest indicating:

- I) **STATEMENT OF EXPERIENCE:** A brief history of the consultant's work, including areas of expertise, experience working with Indigenous communities and technical capabilities. If the consultant will be using a multi-person project team, please provide a summary paragraph for each project team member describing their role, relevant skills, qualifications, and experience. Resumes for each team member shall be included in the Appendix elaborating on appropriate education, certification, and work experience.
- II) **PROJECT APPROACH & BUDGET:** Detailed cost breakdown and timeline for delivery of the assignment. This includes a statement of project understanding containing indication of the key steps that they would be incorporating in the delivery of the assignment.
- III) **RELEVANT SAMPLE WORK:** Three sample works from previous projects of a similar nature. Please describe the scope of work performed for each project.
- IV) **REFERENCES:** Three client references for similar projects. Please include the full name of the client, address, phone number, and email.

The EOI should be submitted by email to Douglas Arienti (darienti@righttoplay.com). Proposals must be submitted by email only with the subject line "Indigenous Programs, Art Play Program" no later than **October 31, 2025**.