



REQUEST FOR PROPOSALS

EVALUATION CONSULTANT

Trafficked Persons Footpath to Freedom

BUILDING AN EFFECTIVE MODEL OF SERVICE DELIVERY

DUE: July 2, 2025

Victim Services of Peel invites proposals from qualified consultants to plan, design, and conduct the evaluation of a two-year project titled: Trafficked Persons Footpath to Freedom. This is a collaborative partnership project with Embrace Agency to End Violence. The purpose of the project is to increase services and enhance gender-based violence prevention by intervening early and strengthening service coordination.

The successful consultant(s) will have proven experience in tracking and analyzing collaboration and knowledge mobilization impacts at multiple levels, project evaluation, project management, an understanding of crisis intervention teams and experience evaluating developmental projects.

ABOUT VICTIM SERVICES OF PEEL

[Victim Services of Peel](#) (VSOP) is a not-for-profit, registered charity providing a wide range of crisis services to victims of crime and sudden tragedy in Peel Region. As the longest-standing Victim Service organization in Ontario, VSOP has been providing on-scene crisis intervention, practical assistance, emotional support and access to a wide range of services and resources to more than 15,000 people each year. The vast majority of our clients are victims and survivors of gender-based violence including sexual assault, stalking, intimate partner violence, sex trafficking, family violence (including honour-based abuse) etc. The role of VSOP is to assist victims during the initial crisis phase immediately following (within 72 hours) a violent crime or tragic incident.



TRAFFICKED PERSONS FOOTPATH TO FREEDOM

Trafficked Persons Footpath to Freedom significantly expands critical services in Peel that enable survivors of human trafficking to rebuild their lives free from violence. Currently, the Region of Peel has only one dedicated emergency safehouse for survivors of human trafficking. This is wholly inadequate to address this growing crisis in Peel. Between the fiscal years ending in 2023 and 2024 alone, Victim Services of Peel (VSOP) experienced a 51% increase (from 70 to 106 people) in demand for service delivery. In the fiscal year end 2025, VSOP assisted 255 human trafficking survivors, an increase of 364% in two years.

THE INITIATIVE

Trafficked Persons' Footpath To Freedom builds upon, expands, and enhances a comprehensive and integrated model to fill service gaps by developing urgently needed additional safe housing (nine additional safe beds) with addiction/mental health counselling and intensive specialized case management support where survivors can begin to rebuild their lives. Project innovations include trauma-informed and trauma-specific, gender-responsive housing that offers 24/7 staffing, addictions and mental health therapy, service coordination, life skills and employment supports, enabling survivors to move forward and regain autonomy.

The Project is utilizing best practices grounded in research. This includes:

- Utilizing an empowerment model of service delivery;
- ensuring that safety is a top priority;
- designing services are that trauma-informed and trauma-specific;
- integrating peer support into the project;
- ensuring survivors' needs for harm reduction, addiction treatment and mental health /trauma therapy are readily available;
- providing long-term supports through to independent living.

ABOUT THE EVALUATION

An evaluation framework that captures the intent, the vision and accomplishments of the project is critical to measure its impact.

We are seeking a partnership with evaluation consultants who embrace a collaborative and strategic learning approach—i.e., the evaluation strategy should be flexible to ensure that Victim Services of Peel and Embrace Agency to End Violence are supported in recognizing emerging issues and adapting accordingly. This will entail strong collaboration and communication throughout the network. Through evaluation that is strongly informed by partner organizations and survivor experience and knowledge, we hope to track, describe and demonstrate that enhanced service capacity for human trafficking survivors is helping more people escape violence and stay safe.



Key Questions

Evaluators will be asked to develop an evaluation strategy that considers the following:

1. Programmatic and/or Organizational Change:

- To what extent is organizations' or individuals' participation in this project contributing to their practice change?
- In what ways is the collaboration between Victim Services of Peel and Embrace Agency to End Violence contributing to positive client results?
- How are other Human Trafficking services changing as a result of this project?
- In what ways are human trafficking survivors better served through this project?
- To what extent has organizational capacity been impacted by this project?

2. Community/Regional/Provincial/National Change:

- What are the key recommendations for operational changes arising from the outcomes of this project?
- What are the key recommendation for governments arising from the outcomes of this project?

OUR IDEAL TEAM

Working with the partners and Advisory Committee members, Victim Services of Peel and the evaluators will design and implement a multi-year evaluation strategy the following areas:

- Developing evaluation questions, outcome indicators, and methods of and for data collection;
- Identifying and implementing a process for collecting and submitting information through surveys, interviews, and other innovative data collection methods; and
- Creating a system for providing regular feedback that will deepen impact by identifying key opportunities as they arise and/or assisting to troubleshoot and provide amendments to the research and evaluative process where necessary.

We are looking for evaluators who:

- Have experience in working on outcomes, collaboration, capacity building, and client service delivery.
- Have an understanding of gender-based violence and the challenges in collecting client data with human trafficking survivors. functions.



- Have knowledge of and experience in formative, process, and impact evaluations, project logic models, theory of change, and partnership development
- Have experience tracking, measuring, and analyzing outcomes and change at multiple levels, including working with underserved, marginalized, and otherwise vulnerable communities
- Offer innovative ideas and methods of data collection and analysis
- Have experience working with networks of diverse stakeholders; experience in Indigenous, multicultural and multilingual settings is required
- Have well-developed consultation and facilitation skills and are comfortable working with a wide range of practices and perspectives
- Have demonstrated success in project management, effective leadership skills, and an understanding of policy and advocacy
- Are proficient and highly effective at communicating via teleconference and web-based conferences
- Work both independently and in a collective team environment
- Ability to report in both French and English is considered an asset.

PROJECT OUTLINE AND REPORTING

The key components of the evaluation consultants' work plan are:

1. Review Phase Activities, Reports and Evaluation:
It is important that the evaluation consultants are familiar with the work of the project as we expect that this work will create the framework for all activities moving forward and ground the evaluation work.
2. Developing an Evaluation Framework (and associated tools):
The consultants will propose an evaluation and learning strategy for the project, to be finalized in collaboration with VSOP staff, partners, and steering committee. The evaluators should highlight a timeline for communications and data gathering, ongoing course correction, monitoring of activities, and feedback from the field.
3. Implementing the Evaluation & Reporting:

We anticipate that the evaluation consultants will take a lead role in determining the methods and timing of data collection. We are interested in exploring creative ways to collect and use both qualitative and quantitative data that respect the sensitivities of working with stakeholders living and working in many contexts, especially people from traditionally underserved, marginalized or otherwise vulnerable communities.



The evaluation consultants will be responsible for analyzing the data collected and preparing a final report to Victim Services of Peel and the grantees in accordance with the established objectives.

Contract and Budget

The successful candidate(s) shall enter into a contract with Victim Services of Peel beginning August 2025. The maximum payment for work on this project is:

Year 1 - \$17,500

Year 2- \$12,500

Please submit a detailed budget including per diems and number of days, based on the proposed work plan, deliverables, and contract duration. Expenses such as travel, conference calls, data entry or meeting materials should be listed separately, to be considered by the Foundation as additional expenses.

Proposal Requirements

The evaluation proposal should include the following sections:

1. Your team's approach
 - to working with Victim Services of Peel and Embrace Agency to End Violence in the design, planning, and implementation of the evaluation framework and strategy
 - to working with the target population
 - to anticipated challenges and how to address those challenges
2. Your team's methods
 - of data collection proposed, including the selection or development of tools such as questionnaires or other forms of information collection and frequency of data collection
 - of identifying indicators, defining "success" and what measures will be used to track progress towards increased collaboration and knowledge transfer, as well as practice and policy change
 - of analyzing information and capturing learnings gathered from partner and participant interviews and other forms of data collection
3. Additional Documents:
 - Work plan and timelines, including all activities and reporting
 - Budget, including per diems and anticipated number of days for each of the consultants involved



- Two references for the individual or team that reflect relevant experience
4. If Applicable:
- A sample or description of a relevant previous project would be helpful. If you work as an evaluation team, clearly indicate areas of specialization and how responsibilities will be divided.
 - Information about any previous work or project that might be considered to be in conflict with Victim Services of Peel or Peel Regional Police.

Proposal Submission

Please submit proposal and/or direct questions to:

blevine@vspeel.org

Proposals must be received no later than **8 AM EST on July 2, 2024**. Interviews will be conducted with shortlisted candidates.