



Tender to support the Medact staff team and volunteers from our movement to develop our anti-oppression work

Purpose

1. Provide 2 online 2-hour training sessions to help volunteer leaders of the Medact movement and staff to develop their facilitation skills around race literacy and anti-oppressive facilitation techniques.
2. To support Medact's anti-oppression working group (a staff led group) by providing advice on how they should approach the monitoring and evaluation part of their anti-oppression strategy for the organisation. This could look like a meeting with the team, followed by detailed guidance in writing that you will discuss with the team on a call. Or we are open to other suggestions.
3. One online coaching session to support our Race and Health Justice Group to manage embodied race-related internal group dynamics. We imagine this would be roughly a two hour workshop dependent on your recommendation.
4. Facilitate one workshop in-person (or online if necessary due to Covid) with Medact's Board of Trustees to 1) facilitate the development of board knowledge of and skills in applying an actively anti-oppressive approach to the governance of Medact; and 2) further develop board members' ability to recognise and take an active role in addressing oppressive power dynamics within the board and ensure anti-oppressive engagement with staff/volunteers. We anticipate this would be a half-day workshop dependent on your recommendation.

Work details - management and content

Rebecca Daniels, Medact's Movement Builder will be your primary point of contact for this work. She will work with you on the development of the content alongside volunteer members of our Race and Health Justice group and staff in our anti-oppression working group.

1. **Provide 2 online 2-hour training sessions to help volunteer leaders of the Medact movement and staff to develop their facilitation skills around race literacy and anti-oppressive facilitation techniques together.**



- a. One on race literacy to support the facilitation of highly sensitive topics and the creation of work with groups of people from different demographic backgrounds with diverse lived experiences. (Examples of the kind of work our leaders do: our Race and Health Justice Group facilitates a reading group on race and health, and our Securitisation of Health group organise volunteer-led campaigns against the Prevent counter-extremism policy in the NHS).
- b. One on anti-oppressive facilitation techniques for our staff and wider movement of health workers who take volunteer leadership roles in running our local and issue groups across the UK.

2. To support Medact's anti-oppression working group (a staff led group) by consulting on the monitoring and evaluation part of their anti-oppression strategy for the organisation.

Over the past year staff have built a framework for how we intend to approach anti-oppression work at Medact, outlining what we would like to change and embed across our work. We are looking for support to define how we best monitor and evaluate this framework, and have identified that one of the things that this will include is working out how we can ensure that our campaigns are accountable to the communities impacted by the work that we do.

3. One coaching session to support our Race and Health Justice Group to manage embodied race-related internal group dynamics

The Medact movement is made up of many different volunteer run groups that work on issues that relate to health equity. The Race and Health Justice Group is one of these groups, you can read more about them [here](#). In this group tensions have arisen with the nature of and vision for their work due to lived experiences of racism, and the group would like support to manage their embodied race-related dynamics, which relate to how they are affected by the work and how they can support one another.

4. Facilitate one workshop in-person (or online if necessary due to Covid) with Medact's Board of Trustees to 1) facilitate the development of board knowledge of and skills in applying an actively anti-oppressive approach to the governance of Medact; and 2) further develop board members' ability to recognise and take an active role in addressing oppressive power dynamics within the board and ensure anti-oppressive engagement with staff/volunteers. We anticipate this would be a half-day workshop dependent on your recommendation.

The Medact board's anti-oppression working group was set up to discuss what steps were needed to effectively embed an anti-oppressive/justice approach to the



governance of Medact (given Medact's status as a health professional membership organisation) and what such an approach would look like.

As a first step we had our first anti-oppression training workshop in Feb 2021, which started to build trust and confidence between board members to be able to healthily challenge each other/engage with conflict, particularly relating to power and privilege dynamics, and we would like support to continue and deepen this work.

Budget

Our budget is **£2250**, please inform us if you think this should be altered to enable you to fulfill the work outlined.

Timeline

Please send your application in to us by the end of Sunday 7th January. We hope to be able to select who will fulfil this tender by the middle of January, with the intention to start to run some of the sessions potentially in late January/February.

We can delay this timeline for the right facilitators.

How to apply

Please send the below to office@medact.org by the end of Sunday 9th January:

- 1) A couple of paragraphs about you/your collective and the experience you have that would help you do this work or a CV
- 2) A short content plan detailing how you would do each of the pieces of work we are asking for.

If before doing this you would like to chat with a member of staff from Medact with any questions or to check if you should apply, then please feel free to get in touch with office@medact.org and provide a phone number that we can contact you on. Please be aware our office is closed between Christmas Eve and January 2nd.