



REQUEST FOR PROPOSALS

NUNAVUT TUNNGAVIK INCORPORATED

FEASIBILITY STUDY AND PROJECT PLANNING FOR INUIT SELF-DETERMINATION IN EDUCATION ACADEMIC INUKTUT SCHOOL(S)

Issuing Date: January 12, 2024

1.0 INTRODUCTION

1.1 Purpose of this request

The purpose of this Request for Proposal (RFP) is to conduct a feasibility study and project planning for establishment of one or more academic Inuktut School(s), as part of on-going research and assessment for Inuit Self-determination in Education.

Nunavut Tunngavik Incorporated (NTI) is requesting proposals from qualified proponents. The overall objectives of the study are to evaluate the feasibility, resources required and the next steps involved in planning and establishing one or more academic Inuktut school(s) in Nunavut. The feasibility study should include a comprehensive plan for stakeholder and Inuit community engagement to inform the development of a clear vision for academic Inuktut school(s) as part of possible Inuit education options scoping and selection.

Further detail about the scope of work and required timeline can be found in section 2.0 below.

1.2 Background

NTI is the representative organization for Nunavut Inuit under the 1993 *Nunavut Agreement*, a comprehensive land claims agreement. NTI's mission is to advance Inuit economic, social and cultural well-being through the full implementation of the Nunavut Agreement. For more information about NTI (including NTI's Procurement Policy) and the *Nunavut Agreement*, please visit www.tunngavik.com.

In 2017, the Inuit-Crown Partnership Committee (ICPC) signed the Inuit Nunangat Declaration to advance shared priorities, strengthen Inuit-Crown partnership and create a more prosperous Inuit Nunangat. ICPC serves to support collaborative and transformative action on issues

affecting Inuit. Throughout the history of negotiating the *Nunavut Agreement*, creation of the Nunavut Territory, and numerous resolutions passed by members of NTI, there has been great emphasis on the importance of protecting Inuit language and culture, and the role formal education has on this important Inuit goal and objective.

The current delivery of Nunavut Kindergarten-Grade 12 (K-12) public education has had considerable challenges in implementing bilingual education, specifically ensuring a strong Inuktitut language program in all grades. In addition, various NTI resolutions, proposals, and policy submissions have largely been unconsidered or reflected in the Nunavut K-12 education regime. Research indicates that if the current rate of Inuktitut language decline continues, Inuktitut will be spoken at home by 4% of Inuit in Nunavut by 2051. Research also shows that the longer mother tongue medium education is used, the better outcomes in learning. Evidence indicates formal education in Nunavut must be organized to prioritize learning in the majority language, Inuktitut.

In 2022, the Inuit Nunangat policy was signed which provides for federal investments for Inuit to support self-determination, to improve the lives of Inuit, and to achieve socio-economic and cultural equity between Inuit and other Canadians. Through ICPC and the Inuit Nunangat Policy, the federal government has committed to the co-development of a federal policy on Inuit education. As part of this work, NTI is exploring innovative measures to advance Inuktitut education within the Nunavut public education system, while also keeping in mind NTI resolutions to explore self-government more broadly.

2.0 SCOPE OF WORK AND TIMELINE

2.1 Scope of Work

Through NTI resolutions to explore self-government and ongoing policy development impacting Inuktitut education, NTI is undertaking research for options to advance Inuit self-determination in Nunavut K-12 education. The work will evaluate the feasibility, resources required and next steps involved in establishing one or more academic Inuktitut School(s) that is grounded on Inuit language and culture and lead by Inuit for Inuit.

The Feasibility Study for Academic Inuktitut School(s) will undertake an analysis of options, including costing, curriculum development and resources, and legislative and policy options required to establish Inuktitut School(s) with the intended outcome of developing a model that could be further expanded to other Inuktitut schools in Nunavut and strengthening Inuit governance in education, including delivery of Inuktitut language of instruction, curriculum development grounded in Inuit language and culture, and empowering Inuit educators through training, education and professional development and employment opportunities.

The successful proponent is expected to deliver a report, in several parts, to help inform NTI how to achieve the project objective. Below are suggested contents for each part. The

successful proponent may suggest different content based on experience and expertise, as the project progresses, based on study results, and if they believe it would better serve achieving the purpose identified for each part and the overall project objectives. The suggested approach and methodology are to progressively build a comprehensive, integrated and evolving report that encompasses the outcomes and findings from each phase of the project, based on meaningful Inuit and stakeholder engagement.

The successful proponent will consider and develop a comprehensive plan for stakeholder and Inuit community engagement to inform the development of a clear vision for an academic Inuktut school model that would build upon Inuit education options, scoping and selection. NTI will contribute relevant documentation to support the literature review through consultation with the successful proponent.

Part A: Landscape, Current Context, Literature Review, Assessment of Needs and Gaps in Inuktut Education.

The purpose of Part A is to assess the needs and gaps, synthesize previous learnings through literature review and to provide an overview of potential approaches to establishing one or more Inuktut school(s). The suggested contents are:

- a. Introduction and Context
- b. Social, Cultural and Demographic Context appropriate for education delivery
- c. Governance Context for Inuktut Education within existing territorial and federal avenues
- d. Resources to build K-12 curriculum and Inuit educators and supports for students in Nunavut
- e. Other Jurisdictions: Models and Approaches
- f. Proposed Models for Inuktut School and Inuktut Education Delivery

Part B: Vision and Concept for Inuktut Education in Nunavut.

The purpose of Part B is to facilitate the development of a vision and concept for Inuktut Education in Nunavut. The report will outline high-level options for establishing an Inuktut School, anticipated outcomes and include meaningful engagement with stakeholders. The suggested contents are:

- a. Introduction
- b. A Vision for Inuktut Education in Nunavut
- c. Concept (including features such as governance and authority, language of instruction, curriculum development, Inuit educator qualification standards, training, recruitment, and retention)

Part C: Optional Approaches for Inuktut Education in Nunavut.

The purpose of Part C is to identify potential options for establishing academic Inuktut School(s) in Nunavut that is grounded in Inuit language and culture that can address the needs identified in Part A and achieve the vision and concept in Part B. The optional approaches will be further considered by stakeholders. Suggested contents will be dependent on the options scoped.

Part D: Option Selection and Implementation of Inuktitut Demonstration School in Nunavut.

The purpose of Part D is to facilitate the selection of a preferred option, undertaking more detailed scoping and identifying next steps for implementation. This will include overall costing, governance and authority, curriculum development, student enrollment and supports, Inuit Educator training, recruitment, and retention, and other matters required to operationalize the school.

2.2 Project Schedule/Timeline

Date of RFP issue:	January 12, 2024 at 5:00 p.m. EDT
Final Response to Inquiries:	March 15, 2024 at 5:00 p.m. EDT
Date and Time for Final Submission:	March 29, 2024 at 5:00 p.m. EDT
Award of Contract by (preferred):	April 2024
Project Start (preferred):	May 2024
Interim Progress Reports:	Monthly
Draft Reports:	TBC (Based on Workplan)
Final Reports:	February 1, 2026 (Based on Workplan)

The Feasibility Study must be completed by February 1, 2026 for review and approval.

3.0 GENERAL INSTRUCTIONS TO PROPONENTS

3.1 Submissions and Inquiries

An interested firm or individual (Proponent) may submit a hard copy and/or an electronic copy of their proposal. Hard copies should be in a sealed envelope or other sealed packaging, clearly marked on envelope/packaging with the name of this RFP. Proposals must be received by NTI no later than 5:00 p.m. ET on March 29, 2024 at the following physical or email address:

Nunavut Tunngavik Inc.
 Attention: Tina Piulia DeCouto
 3rd Floor, Igluvut Bldg. 100-922 Sivumugiaq Street
 Iqaluit, NU X0A 3H0
 E-mail: tdecouto@tunngavik.com

For email submissions, it is recommended that the proposal be sent well in advance of the closing deadline. NTI will not accept liability for any claim, demand or other actions for any

reason should an e-mail transmission be interrupted, not received in its entirety, received after the stated closing time and date, or for any other reason.

NTI will not consider any proposal that is delivered after the closing deadline or is delivered to any address other than that provided above.

All inquiries concerning this RFP are to be in writing and sent to tdecouto@tunngavik.com (the "Inquiry Contact"). Any responses and/or any changes to the RFP will be posted on the NTI website or made available to all relevant parties.

3.2 Terms and Conditions

- (a) NTI has the right to cancel this RFP at any time and to reissue it for any reason whatsoever, without incurring any liability, and no Proponent will have any claim against NTI as a result of the cancellation or reissuing of the RFP.
- (b) Submitted Proposals may be amended before the deadline or withdrawn on written notice to NTI at any time before acceptance. All Proponents will be advised whether or not they are successful as soon as practicable.
- (c) NTI may reject any proposal as non-responsive if it does not provide all information requested by this RFP, or waive any deficiencies considered by NTI, in its sole discretion, to be non-material. NTI may contact a Proponent any time after the submission of a proposal for the purpose of clarifying information contained in the proposal.
- (d) NTI will not make any payments for the preparation of a response to this RFP, except to Inuit Firms registered on NTI's Inuit Firm Registry at the sole discretion of the Chief Executive Officer. Inquiries can be made in writing and directed to the Inquiry Contact.
- (e) This RFP is not an offer or tender call. NTI is not bound to accept any proposal or the proposal that provides for the lowest cost or price.
- (f) If a contract is awarded as a result of this RFP, it will be awarded to the Proponent who is most responsive and whose proposal provides the best potential value as determined by NTI at its sole discretion. A Proponent who is "responsive" is one who best meets the requirements described in this RFP and possesses the ability to perform fully the required work described in the RFP.
- (g) The negotiation and execution of a written agreement shall constitute the making of a contract. No proponent shall acquire any legal or equitable rights or privileges whatsoever under this RFP until the contract is signed.
- (h) The contract will contain relevant provisions from this RFP, from the accepted proposal, as well as other terms that may be mutually agreed upon, whether arising from the accepted

proposal or as a result of any negotiations. NTI reserves the right to negotiate modifications with any Proponent who has submitted a proposal.

(i) In the event of any inconsistency between this RFP and the ensuing contract, the contract shall govern.

(j) An evaluation committee will review each proposal. NTI reserves the exclusive right to determine the qualitative aspects of all proposals relative to the evaluation criteria. NTI has no obligation to discuss with Proponents its decisions regarding any qualitative aspects of Proposals.

(k) NTI encourages the use of Inuit goods, services, labour, and training of Inuit labour in any evaluation of a Proposal (see Evaluation Criteria for further detail). A list of approved Inuit Firms can be found on NTI's website or obtained from NTI's Inuit Firm Secretariat.

(l) Proposals may be short-listed. Proponents whose proposals are short-listed may be requested to make a formal presentation including potentially a best final offer. Such presentations shall be made at the cost of the Proponent.

(m) The proposal and accompanying documentation submitted by the Proponent become the property of NTI and will not be returned.

4.0 SUBMISSION REQUIREMENTS

The proposal shall include all the information required below in order to be evaluated.

4.1 Proponent's Knowledge and Experience

(a) Outline Corporate Experience in Procurement Area (maximum length: 2 pages)

The proposal should describe the Proponent's organizational capacity relevant to the project/services, including but not limited to:

- A summary overview of the Proponent's organization describing the number of years in business; types of resources; and types of clients to whom the Proponent has provided services; and
- The number of Proponent's full time and part time employees and/or subcontractors that are available to provide services to the project;

(b) Outline Individual or Team Knowledge and Experience (maximum 2 pages per team member)

The proposal should describe the principal members of the proposed team, including their roles and responsibilities, their knowledge, experience and qualifications, and their ability to provide the required work. Information provided for each should include name, education, certification

(if any) and any prior experience working in Nunavut / the north / with Inuit and/or Indigenous peoples and organizations.

(c) Identify Past Projects and Reference

The proposal should describe at least one specific project or assignment (maximum: three) that the Proponent has carried out that is similar to the required work in question or for a client comparable to NTI that demonstrates the Proponent's experience and qualifications relevant to the required work.

Details should include the date and duration of the project, the number of company resources involved in the project and their roles, a description of the project's value to the client, and what the Proponent specifically did during its involvement with the project.

Projects demonstrating experience working in Nunavut / the north / with Inuit and/or Indigenous peoples and organizations are preferred.

A minimum of one independent reference (that is, from someone other than the Proponent or someone on the Proponent's team) must be provided. NTI may also consult its own records and staff with respect to work the Proponent has done for NTI or a Regional Inuit Association and take that into account in the scoring.

4.2 Project Approach and Work Plan

The Proposal must include

- A brief description of your understanding of the work, including potential issues involved and challenges to be addressed
- A detailed outline of the project approach and methodology
- A detailed work plan, including steps to be taken and tasks to be completed as well as a detailed timeline
- A clear description of milestones and deliverables
- Project controls including quality assurance measures and measures and contingency plans to ensure the proposed timeline will be met

4.3 Project Budget (Estimated Fees and Expenses)

The proposal should provide an estimated project budget with a reasonable level of detail that include, at a minimum

- Hourly and/or daily rates for each team member or class of team members (including subcontractors), and rates for travel time, if any or different
- Flat rates for particular services (where applicable)
- Any other rates, charges or discounts

- Number of hours/days for each team members on any given task (in general, any task that requires more than 3 days of work or costs more than \$3,000, whichever is lower, requires a separate line of description and estimated hours/days).
- Payment schedules (e.g., payment due upon completion of work or installment payments based on a fixed timeline or stages of work under a logical sequence (the latter is preferred where practical)).

Amounts must be stated in actual dollars and cents, exclusive of Goods and Services Tax (GST), and expressed in Canadian funds. The Proposal should include an outline of the preferred billing arrangements, if any, and may include a description of a standard invoice. The proposal should also identify whether the proponent will charge an administrative/management fee (if yes, the percentage (the administrative/management fee, where justified, may not exceed 10% of the project budget (excluding GST and disbursements/expenses)).

All expenses/disbursements will be based on estimate and subject to approval of the project manager if a Proponent is selected to enter into a contract with NTI.

Inuit Firms registered on NTI's Inuit Firm Registry will receive an adjustment (Inuit Firm Adjustment) of 20% on the fees and expenses component of the proposal. In order to receive the Inuit Firm Adjustment, proposals must include information of the Proponent's ownership structure. Proposals must also include details concerning all sub-contractors, including the fees and expenses attributable to the subcontractor. The Inuit Firm Adjustment will not be applied to any portion of the proposal where the work is to be subcontracted to a non-Inuit firm. The Inuit Firm Adjustment may be applied to proposals made by non-Inuit firms with respect to any portion of the proposal where the work is to be subcontracted to an Inuit firm.

4.4 Use of Inuit Labour

NTI promotes Inuit employment and use of Inuit labour. In order to receive the adjustment for use of Inuit labour, contract proposals must include details concerning proposed use of Inuit labour by the proponent and all sub-contractors. Contract proposal demonstrating the use of Inuit labour (directly or through sub-contractor) will receive up to 20% of the overall available points. Additional reporting will be required from the successful Proponent on the actual use of Inuit labour after the contract is awarded and failure to implement the proposed Inuit labour target will result in a penalty.

4.5 Conflict of Interest

Proposals should disclose any actual or potential conflict of interest. NTI policies prohibit the family members of a NTI Board Member, Officer or employee from entering into a business contract with NTI for material gain, and the policies define "family" broadly. Please contact the Inquiry Contact for additional information.

5.0 PROPOSAL EVALUATION

Proposals that are considered to be complete will be evaluated according to the following criteria:

Required Criteria	Points Available
Corporate Experience: 10 Individual and Team Knowledge/Experience: 20 Past Projects and References: 10	Subtotal: 40
Project Approach and Work Plan	10
Project Budget (Estimated Fees and Expenses, including Inuit Firm Adjustment, where applicable)	30
Use of Inuit Labour	20
Total Points	100