



BC Farmers' Markets Indigenous Reconciliation Contract Opportunity REQUEST FOR PROPOSALS

Organization: BC Association of Farmers' Markets (BCAFM)

Opportunity: Indigenous Reconciliation Lead

For this phase of work, we are seeking an external Independent Contractor and welcome proposals from individuals, organizations or businesses who are interested in working with us to submit a brief proposal as outlined in the How to Apply section at the end of this document.

*Our project budget available for this phase of work is **\$55,000***

Time Frame: To be discussed in collaboration, and an estimated 12 month period.

Location: Remote Work from Home/Office, some travel may be required

Deadline to Apply: **Monday, October 13th, 2025**

Websites: **bcfarmersmarket.org**
bcfarmersmarkettrail.com

BCAFM actively encourages proposals from members of groups with historical and/or current barriers to equity. For this Independent Contractor opportunity, BCAFm respectfully invites Indigenous individuals or Indigenous led organizations or businesses to work and walk with us on this journey.

About BC Association of Farmers' Markets

For 25 years, BC Association of Farmers' Markets (BCAFM) continues to support, develop and promote member farmers' markets across all regions of British Columbia. BCAFm is a unified voice for 145+ member farmers' markets, home to more than 6,000 farmers, food entrepreneurs and artisans who share a 'BC Grow, Make, Bake' commitment. In addition to many other projects and initiatives, BCAFm is proud to lead the BC Farmers' Market Trail campaign and deliver the BC Farmers' Market Nutrition Coupon Program.



BCAFM and Indigenous Reconciliation

For many years, BCAFM has been on our own Indigenous Reconciliation journey, while we also support member farmers' markets in theirs. We continue to participate in Indigenous learning and knowledge sharing opportunities ourselves, while supporting our members through BCAFM sponsored conference, workshops and learning sessions. Our BC Farmers' Market Trail website proudly incorporates Indigenous place names, expressed through Indigenous languages. We are grateful to incorporate more and more Indigenous voices, adding the stories and content of Indigenous farm and food entrepreneurs in our communications and campaigns. BCAFM sponsored market and vendor inclusion grants have enabled member farmers' markets to create signage and activities acknowledging Indigenous territories on which they are privileged to operate. We are also grateful to those Indigenous led farmers' markets who are valued BCAFM members, along with the many Indigenous Nations and Indigenous community partners who collaborate with us directly through the BC Farmers' Market Nutrition Coupon Program.

With humility, we also acknowledge there is much more to do in building and strengthening our relations and working together in collaboration with Indigenous people and Indigenous communities across the province known as British Columbia.

The key question guiding BCAFM today with this contract opportunity: *How might BCAFM and BC farmers' market organizers support Indigenous Food Sovereignty and Indigenous Reconciliation?*

SCOPE OF WORK: Indigenous Reconciliation Lead

BCAFM is seeking an Indigenous Reconciliation Lead, who is an Independent Contractor who may be an individual, organization or business, to move our Indigenous Reconciliation journey to a deeper level. Working with the Executive Director and Management Team, along with the BCAFM Board of Directors, the successful applicant will nurture and deepen BCAFM existing and new relationships with Indigenous people, leaders and communities. We are particularly focused on the following needs and priorities of Indigenous people and communities aligned with the BCAFM mission and areas of influence including:

- Local, healthy food and nourishment including local farmers' markets
- Indigenous Food Sovereignty
- Indigenous community economic development, small business and entrepreneurship

BCAFM aims to deepen our understanding and create meaningful actions in this journey through the following phases:

Phase 1: Listen + Learn

Phase 2: Understand

Phase 3: Act



Over the next 12 months (approximately and to be determined in collaboration), the successful proponent will work with BCAFM to lead and execute Phase 1 and 2, completing related activities and developing recommendations and priorities.

Note, Phase 3 is not part of this current contractor opportunity and will be determined in future based on the priorities identified in Phase 1 and 2.

Phase 1 Listen + Learn: The Reconciliation Lead will establish opportunities for focused listening opportunities with existing BCAFM Indigenous partners and relationships along, while also identifying and engaging new Indigenous voices and perspectives.

The Reconciliation Lead will create meaningful, reciprocal relationships and gather input, feedback, data, wisdom and Indigenous ways of knowing. Dialogue may take place directly between BCAFM and Indigenous people and organizations, facilitated and organized by the Reconciliation Lead. In addition, the Lead may gather other Indigenous voices and feedback and share this with BCAFM and its member markets.

Facilitate active, respectful and reciprocal consultation and engagement activities for BCAFM and its member farmers' markets through knowledge gathering, dialogue, surveys and relationship-building opportunities with the following:

- Indigenous Rightsholders: Individuals, Nations, Organizations, Businesses, Initiatives
- Internal BCAFM lessons and learnings to date, board and staff
- BCAFM member farmers' markets
- Vendors who sell at BCAFM member farmers' markets

The purpose of the engagement is to Listen and Learn about the needs, priorities and perspectives of Indigenous people and communities specifically in relation to:

- Local, healthy agriculture, food and nourishment including farmers' markets
- Indigenous Food Sovereignty
- Indigenous community economic development, small business and entrepreneurship

Support BCAFM and its member farmers' markets in the building of reciprocal, trust-based relationships that support long-term collaboration and mutual learning.



Phase 2 Understand: The knowledge, wisdom and data that is gathered during Phase 1 will be assessed and synthesized by the Reconciliation Lead. Through this work, the Reconciliation Lead will co-design, in collaboration with the BCAFM team, key BCAFM Indigenous Reconciliation Priorities. These will serve as our strategic guide, rooted in Indigenous voices, knowledge, and ways of knowing to guide ongoing and new BCAFM reconciliation actions and commitments in Phase 3.

- Understand, assess, analyze and synthesize what we heard and learned through consultation and engagement activities.
- Co-design and define BCAFM Indigenous Reconciliation Priorities
- Share findings and recommendations on an ongoing basis in appropriate, agreed-upon formats.
- Ensure Indigenous voices, knowledge, and ways of knowing are centered in all aspects of the work.

Phase 3 Act: The focus of this phase, are the Indigenous ReconciliACTIONS to be implemented by BCAFM. Note, Phase 3 is not included in this contract scope but is included here to provide context for our ultimate goals of this work and our commitment to implement these priorities.

Who We Are Seeking

- An individual, organization or business with experience related to Indigenous Food Sovereignty.
- An individual, organization or business with demonstrated knowledge and experience, including lived experience, working with Indigenous communities and organizations across the province of BC. The contractor must have deep knowledge of BC Indigenous communities, history and context.
- Demonstrated experience in Indigenous engagement, facilitation, knowledge gathering and sharing.
- Direct experience in successful Indigenous Reconciliation activities and methods.
- Experience gathering information, narrowing findings into clear and concise, actionable priorities.
- Familiarity with farmers' markets, food security, agriculture and food systems, community development and community economic development is an asset.



How to Apply

To apply please send the following:

1. A brief proposal including an overview of your professional and lived experience and relevant work (please include your website or LinkedIn URL if available)
2. The brief proposal (no more than 3 pages) should include:
 - Your interest in this role
 - Your knowledge and experience, including lived experience, working with Indigenous communities and organizations across BC
 - Your experience in Indigenous engagement, facilitation, knowledge gathering and sharing
 - Your proposed contractor fees
 - Your availability
 - Any other relevant background or lived experience you would like to share

Please include **'BCAFM Indigenous Reconciliation'** in the email subject line and send to:

operations@bcfarmersmarket.org

DEADLINE to APPLY: Monday, October 13th, 2025

Please note that interviews may be conducted during the recruitment period. Only candidates, organizations or businesses invited for an interview will be contacted.

Thank you for your interest in BC Farmers' Markets and this opportunity.