

Terms of Reference: Entities Mapping for Feminist Organising

About AWDF

The African Women's Development Fund (AWDF) strives for Africa to become a continent where gender justice is fully achieved for all African women, girls and gender-diverse people, and dignity and freedom are a reality for all Africans. In its first 21 years, AWDF disbursed nearly USD 51 million to women's rights organisations, primarily throughout Africa (and in selected Middle Eastern countries through one of our projects). Through its grant making, programmatic and advocacy work, AWDF has supported work that led to changes in law and policy, social norms, narrative, and movement-building for gender equality – particularly on three main thematic areas: body and health rights (including a range of issues from sexual and gender-based violence to SRHR), women's leadership, participation and peace, and women's economic empowerment.

Building on its strong track record, AWDF is soon to launch a ten-year strategic framework (2023-2033) which will guide its efforts to advance gender equality and gender justice for girls, women and gender-diverse people across Africa. At its core, the strategy's focus is on resourcing, nurturing and strengthening those who are best placed to achieve transformative change: African women's and feminist groups, organisations and movements.

1. Introduction

AWDF believes that for the African feminist movement to thrive and endure, and be impactful, different types of organising are key. We recognise movements come in all shapes, sizes and colours and are not homogenous; and that entities have different roles in contributing to gender justice and social transformation. Our strategy aims to ensure we partner meaningfully with these diverse constituents. To help us to better serve these movements, we want to deepen our understanding of their key issues, trends, priorities and aspirations and how we can best be responsive to them.

- AWDF has a new strategic framework (2023-2033)
- At the centre of the new strategic framework is a commitment and desire to be more movement-centred

- To be able to do this, the team wants to deepen connection to and understanding of different entities (individual activists, non-traditional actors and collectives, CBOs and NGOs, and “at scale” NGOs)
- This assignment will build on and expand thinking the team has already done as part of a collaborative cross Programmes team initiative
- This work will feed particularly into the Resourcing and Agency and Resilience strategies, and also into the strategies for Solidarity and Care, Knowledge and Voice, and Impact and Learning

2. **Aim of the consultancy**

The aim of the consultancy is to help the resourcing team, the agency and resilience team, and other programmes teams **understand** and **develop appropriate strategies** for partnering and accompanying different entities within the movement including: individuals; non-formal/emergent non-traditional actors & collectives; CBOs & NGOs; and national/regional partners & networks working at scale. *Note classification is fluid vs rigid and entities may move between these and learn from each other*

Over the next 10 years we want to be able to say AWDF’s support of these entities has resulted in changes that have enabled them and the movement as a whole to thrive and endure, and be impactful.

We want to be open, curious, nuanced and flexible in both how we **think** and **do**.

3. **Key questions we’d like consultant(s) to help us answer include**

- Have we got the right configuration of entities?
- Why are the different entities important to partner with?
- Who are we talking about?
- Current context (issues and trends, & ecosystem including other funders/gaps)
- What’s energising them and what conversations are they having with their sisters and allies around gender justice and what needs to happen? Their aspirations/priorities for change?
- How can AWDF add value (through solidarity and care, agency and resilience, knowledge and voice and resourcing) to these priorities?
- What are the different entities’ expectations around feminist approaches and principles e.g. what does trust based philanthropy look like for them? And how should AWDF adapt to partner them most effectively to reflect this?

4. **Approach**

The first three points (above) are what you/the consultant are exploring and providing input and insight on based on your experience. Bullets 4-7 are the questions we would like explored with entities. We want an approach which gives a clear understanding of individual entities and what the sum of the parts looks like.

The approach will be co-developed with the chosen consultants but is likely to include:

- A framing conversation at the outset
- Some desk-based research into how funds/others are approaching work with different entities
- talking to selected “movement” actors/entities (mainly those not already connected to AWDF)
- Participatory session(s) with entities with a cohort of different entities minus AWDF
- Participatory session(s) with the programmes team to hear back what’s come from consultation & connecting the team to some entities for Q & A/conversation
- Input of the consultant(s) into the Resourcing, and Agency and Resilience strategies to ensure they reflect what has come from the process and are fit for purpose

5. **Deliverables**

- A short inception report setting out your proposed approach and summary findings from the desk-based research activity
- A summary analysis of key findings from the interviews and group sessions
- Guidance and recommendations for the Resourcing and Agency and Resilience strategies

6. **Key skills/competencies**

AWDF is looking to understand the entities individually and collectively. We welcome applications for work on one, two, three or all four of the entity groups. Our ultimate decision will be based on what will best enhance our understanding of each entity group.

As such, our ideal “consultant/s” are an individual or a team that:

- Have a commitment to the AWDF’s values of feminist leadership, accountability, diversity, respect and solidarity.
- Are embedded in and have a good knowledge of the different entities in the African feminist movement and understand the ecosystem these entities work in
- Bring a participatory approach to working with the team
- Have excellent interpersonal skills and a flexible approach

- Can demonstrate skills in project management, execution and delivery
- Have a proven ability to work under tight deadlines
- Are fluent in French (desirable)
- Have experience in strategy development (desirable)

7. **Management of the work - timelines, budget**

- Cross Programmes working group
- Oversight & management
- Timeline - to start asap (March 2023) to May 2023
- Budget approx. US\$20,000
- Expected number of days: 40 days in total (approximately 10 days per type of entity)

8. **How to Apply**

To apply, please send the following to consultants@awdf.org no later than 12PM GMT on 16th March 2023

1. A concept note demonstrating your understanding of the TOR and your proposed approach
2. The CVs of all team members
3. Your technical and financial/budget proposals
4. A Cover email - Email subject header: Application: Movement Entities Consultancy which sets out what excites you about this piece of work and why you're applying.

Please note: Submissions must be received no later than 12PM GMT on **16th March 2023**.