



Terms of Reference

Documenting the Story of African Feminist Philanthropy

About the African Women's Development Fund (AWDF)

The African Women's Development Fund (AWDF) resources, strengthens and upholds women's rights and feminist organisations and movements across Africa in order to make gender justice a reality for all on our continent and worldwide. We envision a world where freedom and dignity are achieved for all and where gender justice is a reality for African women, girls and gender-diverse people. Our mission is to fund, strengthen and uphold the organisations and movements led by African feminists, women, girls, and gender-diverse people in pursuit of gender justice and social transformation. By specialising in grant-making and focused tailored movement-building programmes, we work to strengthen and support the work of African women's organisations. By amplifying and celebrating African women's voices and achievements, AWDF supports efforts that combat harmful stereotypes and promote African women as active agents of change. Today, AWDF's grant-making practices are built to support the initiatives of African women who may not have access to mainstream funding due to capacity, language, location, and marginalisation.

We have started implementing our new ten-year (2023-2033) strategic framework ([Lemlem](#)) to guide our efforts to advance gender equality and gender justice for girls, women, and gender-diverse people across Africa. At its core, Lemlem focuses on resourcing, nurturing, and strengthening African women, feminist groups, organisations and movements to achieve transformative change. A key strategic priority within Lemlem is to contribute to strengthening pan-African philanthropic ecosystems. By leveraging Africa's rich heritage of giving and collaborating with women's funds, feminist funds, and other African philanthropic entities, we aim to foster a resilient and inclusive philanthropic sector centred on the movements, feminism, and self-sufficiency across the continent.

Background

African feminist philanthropy represents a remarkable journey of agency, resilience, and transformation that has unfolded over the past few decades. It is deeply ingrained in Africa's rich history and cultural fabric, where feminist movements have consistently played a pivotal role in their communities. It transcends conventional notions of giving; it challenges the prevailing norms and empowers feminist movements to sustain their communities and foster more equitable societies. African women's rights and feminist funders are not mere donors but catalysts for change, harnessing their resources, influence, and networks to drive social impact and advance gender justice. The narrative of African feminist philanthropy commences with recognising the indispensable role of feminist and women's funds in supporting and strengthening African women's organisations that serve feminist movements that are often marginalised and invisible within their communities.

The African Women's Development Fund (AWDF), established in 2000, stands as the continent's first women's fund. It has revolutionised resourcing to support women's rights organisations and feminist movements. It has been pivotal in cultivating philanthropic networks such as the African Grantmakers Affinity Group (AGAG) and the African Philanthropy Network (APN) and infusing African feminist knowledge, narratives, and practices in these spaces.

AGAG was established as a collective of grantmaking institutions from Africa, Europe, and North America focused on growing and strengthening the impact of private philanthropy in Africa. Most recently, AGAG had its final convening, and a Legacy Project will continue for the year to document AGAG's history and capture insights and lessons. This will serve as a resource for future private philanthropic efforts and help improve practices and impact within the ecosystem while promoting scholarship on the history of philanthropy. The APN, on the other hand, is the only continent-wide network of organizations and individuals in Africa and its diaspora that promotes the culture of philanthropic giving. The AWDF has been an active member and contributor to both AGAG and APN, playing board roles in both, which has allowed the AWDF to actively shape the strategic direction of both organisations and contribute to their overall governance and decision-making.

The African feminist philanthropic ecosystem has also played a significant role in collective global advocacy and influencing efforts. AWDF, through the Leading from the South initiative and collaborative work with the Equality Fund, has led initiatives that advocate for gender justice and amplify the voices of African women in global philanthropic spaces. Moreover, they have contributed richly to critical practices around trust-based grantmaking championed by organisations, including the Human Rights Funders Network (HRFN), that have had a significant impact on the global philanthropic ecosystem.

As we embark on a new chapter, implementing our ten-year strategic framework, Lemlem, we have taken stock of the driving forces that have brought us to this stage. Feminist and women's funds across the continent have actively worked towards advocating for increased funding for feminist movements. In continuity with this journey, we are keen to examine the factors that have led us to this juncture and seek to curate valuable lessons from African feminist philanthropy that can guide us forward.

To accomplish this, we are seeking to recruit a consultant or teams of consultants who will serve as our Documenting the Story of African Feminist philanthropy consultant(s). The selected consultant(s) will work for a period of 6 months in collaboration with the AWDF Partnership and Philanthropy team.

Purpose of the Consultancy

The objective of documenting the story of African feminist philanthropy is to highlight the transformative power of African feminist and women's funds in promoting the strength, power and transformative social justice agendas of the feminist movement. Through the exploration of lessons and insights from African feminist philanthropy, our aim is to showcase and amplify the impact and effectiveness it has on the feminist and women's rights movements it serves. The process will also contribute to the narrative and evidence-building efforts in re-imagining Pan-African and Feminist Philanthropies. By doing so, we seek to uplift African feminist

narratives and increase resourcing for gender justice through the African Feminist Philanthropic Ecosystem.

Key Deliverable

1. **A comprehensive report that provides** a Mapping and Assessment of the Context of African Feminist Philanthropy, Feminist and Women's Funds, Networks, and Platforms, and Their Role in Shaping and Spearheading philanthropic responses to gender inequities on the continent. Specifically, the report should:
 - a. capture and evaluate the herstorical, social, and cultural contexts surrounding African feminist philanthropy;
 - b. unpack the political, economic, and social factors that have influenced African feminist philanthropy;
 - c. provide an in-depth analysis of the role, strategies, and impact of African feminist and women's funds;
 - d. document the networks and platforms that have been instrumental in spearheading philanthropic efforts in Africa, showcasing their initiatives, collaborations and impact on the African feminist philanthropic ecosystem.
 - e. Contains a collection of interviews and personal narratives profiling the initiatives and individuals who have been instrumental in advancing African feminist philanthropy.

Our Rationale for Documenting the Story of African feminist philanthropy

Preservation of Herstory: By undertaking this process, we ensure the conservation of the contributions, struggles, and achievements of African individuals, women, and feminist funds within the African philanthropic ecosystem. By documenting this herstory, we recognise and honour the resilience of African women, girls, and gender-expansive individuals who have been at the forefront of the philanthropic ecosystem's contribution to gender justice in Africa.

Additionally, this process provides a platform for African feminist and women's funds to share their strategies, successes, and challenges in resourcing gender justice in Africa. By sharing their experiences, they can inspire and inform key philanthropic actors, allowing them to learn from the achievements and lessons learned throughout the journey of African feminist philanthropy.

Advocacy and Influencing: Documenting the story of African feminist philanthropy provides evidence and data to support our advocacy efforts for increased funding and resources for gender justice through the African feminist philanthropic ecosystem.

Documenting the story of African feminist philanthropy is crucial for our advocacy efforts and increased resourcing. It provides evidence of the impact and value of feminist movements in addressing gender justice and engaging policymakers and philanthropic actors. By sharing success stories and innovative approaches, it inspires investment in feminist initiatives through African women's and feminist funds.

Methodology

In collaboration with the AWDF Partnership and Philanthropy team and strategic partners, the consultant(s) will incorporate the following elements into documenting the story of African feminist philanthropy:

1. **Interviews, focus group discussions and surveys:** The methodology seeks to delve into the journey of African feminist philanthropy, conducting in-depth interviews, focus group interviews, surveys, discussions, and analysis to uncover the lessons, challenges, and achievements of feminist and women's funds, activists, and funded partners. These qualitative and quantitative data collection methods will capture personal experiences, perspectives, and impact stories, providing a rich understanding of feminist philanthropy in Africa.
2. **Case Studies:** Select and analyse case studies of successful African feminist philanthropy initiatives, highlighting their ideological approaches, strategies, outcomes, and lessons. These case studies will aim to capture and showcase concrete examples of the role, impact and effectiveness of feminist and women's funds. This involves documenting and highlighting the tangible and intangible outcomes, transformative power, and positive changes brought about by such funds.
3. **Synthesis and Reporting:** Synthesise the findings from the literature review, interviews, surveys, case studies, and data analysis into a comprehensive report. The report should present a clear narrative of the journey of feminist philanthropy within the continent, highlighting its impact, lessons learned, and recommendations for future strategies and approaches.

Key Pathways to Document the Story of African Feminist Philanthropy

Documenting the story of African feminist philanthropy is a significant undertaking that requires a systematic approach to ensure thoroughness and clarity, allowing for a comprehensive exploration of the subject matter. This knowledge product should highlight each of the below elements:

1. **Mapping and Assessing the Context of African Feminist Philanthropy:** Conducting extensive research to map and assess the herstorical, social, and cultural contexts in which African feminist philanthropy has emerged and evolved. This includes analysing the political climate, economic factors, and social movements that have influenced what we know today as African Feminist Philanthropy.
2. **Individual Initiatives That Have Shaped African Feminist Philanthropy:** To centre the collectives and initiatives that have been instrumental in advancing African feminism and philanthropy, our focus is on identifying and profiling the impactful work undertaken within these initiatives. This involves conducting interviews and collecting personal narratives to understand the motivations, challenges, and contributions of these initiatives to the movement.
3. **Feminist and Women's Funds and their Role in Shaping African Feminist Philanthropy:** Examining the role of African feminist and women's funds in shaping African feminist philanthropy and sustainably resourcing feminist movements. This will include documenting the strides made by key continent-wide, regional and national feminist funds.

4. **Networks and Platforms that spearhead philanthropic efforts within the continent:** Documenting the range of networks and platforms that have been instrumental in spearheading philanthropic efforts in Africa. This work involves examining their structures, collaborations, and initiatives to understand their role in supporting and amplifying African feminist philanthropy.

Duration of the Consultancy

The duration of the consultancy for this assignment is set across a period of 6 months, with the ideal start date being November 2023 and the end date being April 2024. During this time, the consultant will be expected to complete various tasks and deliverables as outlined in the table below.

Deliverable	Timeline
Comprehensive Report	November 2023 - April 2024
<ol style="list-style-type: none"> 1. Inception report that expands on the process that will be taken to document the Story of African Feminist Philanthropy. 2. First Draft of the Report that has all the pieces/elements: <ol style="list-style-type: none"> a. Context of African Feminist Philanthropy b. Individual initiatives that have shaped African feminist philanthropy c. Role of feminist and women's funds in shaping African Feminist Philanthropy d. An in-depth analysis of the role, strategies, and impact of African feminist and women's funds; e. Documentation of the networks and platforms that have been instrumental in spearheading philanthropic efforts in Africa, showcasing their initiatives, collaborations and impact on the philanthropic ecosystem 3. Final Report that provides a Mapping and Assessment of the Context of African Feminist Philanthropy, Feminist and Women's Funds, Networks, and Platforms, and Their Role in Shaping and Spearheading philanthropic responses to gender inequities on the Continent. 	

Management of the consultancy

AWDF's Partnership and Philanthropy Department will oversee the execution of this work and coordinate the day-to-day activities. They will establish an administrative and technical support mechanism, including compiling and forwarding all the necessary project documents.

Consultant's profile and qualifications:

AWDF seeks a consultant(s) with a deep understanding of African feminism and the African and/or gender justice philanthropic ecosystem.

- The consultant/s should hold an Advanced university degree in International Relations, Communications, Strategic Management and/or any related degree.
- Existing knowledge of key actors, initiatives, and networks within African feminism and the African and/or gender justice philanthropic ecosystem.
- Existing networks/relationships within the African and/or gender justice philanthropic

ecosystem.

- Proficiency in qualitative and quantitative research methods
- Proven experience in documenting narratives, stories, and initiatives related to gender justice and philanthropy.
- Familiarity with the subject matter and have undertaken similar work.

How to Apply

Interested applicants should email Chandapiwa Olesego Sisila at chandapiwa@awdf.org with a brief technical proposal, financial proposal, CV, and/or an overview of previous experiences in a similar capacity. Please use the subject line '**Consultancy: Documenting the story of African feminist philanthropy**'.