

# TERMS OF REFERENCE (TOR)

## Advisory Panel for Grantmaking to Survivors and Allies of Child Sexual Abuse Redress in Africa

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### **About AWDF**

The African Women's Development Fund (AWDF) is a pan-African grant-making fund that supports local, national, and regional women's rights organizations and initiatives working toward the achievement of women's human rights and gender equality across Africa. Grounded in African feminist values and anchored in movement accountability, AWDF works to strengthen women's movements and organizations through funding, strengthening movements, and catalysing feminist thought leadership.

### **Background to the work**

Child Sexual Abuse (CSA) remains a critical yet underreported issue across Africa, affecting individuals, families, and communities. Structural inequalities, stigma, weak reporting systems, and limited survivor-centered services continue to hinder prevention, response, and recovery efforts. Survivors, whether publicly identified or not, hold invaluable lived experience and insight that can shape more responsive, ethical and impactful grantmaking.

Emerging evidence and practice demonstrate that participatory grantmaking, particularly approaches that center survivors and affected communities, lead to more equitable, contextually relevant, and impactful funding decisions.

AWDF is implementing the *Resourcing and Upholding Survivors of Child Sexual Violence and allies in Africa* programme and seeks participatory Grant Advisory Panel (GAP) members to center the voices of survivors and allies in funding decisions that address CSA prevention, response and healing across the African continent. The panel will play a central role in informing funding decisions to ensure that resources are directed toward interventions that are inclusive, ethical, survivor-informed, and locally grounded.

### **1. Purpose of the Panel**

The purpose of GAP is to:

- Review and assess grant applications related to CSA programming in Africa
- Advise and support the integration of survivor- and community-informed perspectives in funding processes and decisions
- Promote equitable, ethical and contextually relevant grantmaking
- Ensure that funding reflects the realities and needs of those affected by CSA

## 2. Guiding Principles

- **Inclusivity and safety:** The panel is open to both disclosed and undisclosed survivors of CSA, as well as allies. No individual will be required to disclose personal experiences.
- **Confidentiality:** All panel processes will prioritize privacy and psychological safety.
- **Trauma-informed engagement:** Activities will be facilitated in a way that minimizes harm and supports well-being. All processes will be designed to minimize risk of retraumatization, stigma or unintended harm to panel members, applicants, and affected communities.
- **Equity and inclusion:** Efforts will be made to ensure diversity across geography, gender, age and lived experience.
- **Transparency and accountability:** Processes, criteria and decisions will be clearly communicated and documented. The panel commits to fairness, consistency and accountability to communities served.
- **Power shifting:** Decision making power will be intentionally shared. GAP members' lived and professional expertise will be equally valued, and funding decisions will be shaped collaboratively rather.
- **Intersectionality:** We recognize that CSA intersects with other forms of harm and inequality, including gender-based violence, poverty, disability, and displacement. We will ensure that funding decisions reflect this.
- **Respect and dignity:** All contributions are valued equally.

## 3. Composition of the Panel

The panel will consist of:

- Survivors of CSA (including those who choose not to disclose publicly or within the panel)
- Allies (e.g advocates, practitioners, community leaders or individuals with relevant experience)

The panel will consist of 10 panel members and will be supported by 4 AWDF staff and 1 psychotherapist.

## 4. Roles and Responsibilities

The Panel will function as an advisory and decision making body within the broader grantmaking framework, and will;

- Participate in orientation and training sessions on participatory grantmaking and CSA-related issues
- Review grant applications using agreed criteria
- Attend panel discussions (virtual and/or in-person)

- Contribute insights based on lived experience, professional knowledge or community perspectives
- Engage respectfully and uphold confidentiality agreements
- Declare any conflicts of interest related to applications under review
- Provide feedback to improve the grantmaking process
- Contribute to learning and reflection processes
- Select and make the funding recommendations for selected grantee partners

AWDF will:

- Coordinate recruitment, onboarding, and communication
- Provide training on grantmaking processes and CSA context in Africa
- Ensure trauma-informed facilitation of all engagements
- Offer psychosocial support through a qualified trauma-informed expert
- Manage logistics and ensure accessibility for all participants
- Administer stipends and reimbursements
- Document processes and support monitoring, evaluation, and learning (MEL)
- Conduct the due diligence and internal grant approval processes, and contracting of grantee partners

## **5. Time Commitment**

Panel members will be expected to:

- Attend an initial orientation
- Participate in training sessions
- Review applications independently
- Join panel deliberation meetings

Total estimated commitment: Approximately 40 Hours across 8 weeks per grant cycle

## **6. Remuneration and Support**

While panel members serve in a voluntary capacity, their time and expertise will be recognized through:

- A stipend commensurate with time contributed
- Coverage of participation costs, including internet/data, transport, or accommodation where applicable
- Access to training on grantmaking and CSA issues in the African context
- Psychosocial support through confidential access to a trauma-informed expert before, during and after participation
- Capacity-building opportunities: Training on grantmaking and CSA-related issues

## **7. Training and Capacity Building**

Panel members will benefit from:

- Introduction to participatory grantmaking principles
- Training on reviewing and scoring grant applications
- Contextual insights into CSA trends, challenges, and responses across Africa
- Ethical considerations in survivor-centered programming

## **8. Safeguarding and Well-being**

Participation on the panel is entirely voluntary, and members may withdraw at any time without consequences. No member is required to disclose their CSA survivor status or share personal experiences. Trauma-informed facilitation practices will be applied throughout the process and psychosocial support will be available before, during and after panel activities.

## **9. Confidentiality and Ethics**

All panel members will be required to:

- Maintain strict confidentiality regarding applications and discussions
- Respect the privacy and safety of fellow panelists
- Avoid sharing sensitive information outside designated spaces

## **10. Duration of Engagement**

This TOR applies for the duration of the grant review cycle for a **2 year period from June 2026 to June 2028**. Panel members may be invited to participate in future cycles based on mutual agreement.

## **11. Application and Selection Process**

Interested individuals will be invited to apply through a transparent and accessible process. Selection will prioritize:

- Diversity and representation
- Lived or relevant experience
- Commitment to survivor-centered values
- Disclosure of survivor status is not required at any stage.

Time commitment: 25–40 hours over 8 weeks

This is an opportunity to influence how resources are directed toward prevention, healing, and justice across Africa.

**Application Process**

If you are interested in being part of this panel, please send your CV and a letter of interest to [consultants@awdf.org](mailto:consultants@awdf.org) by COB on May 18, 2026.