



Terms of Reference- Project Partners' convening: Communicating & reporting impact session

No to Backlash Project: Supporting the Collective Resistance of Women's and Feminist Movements in Africa

Introduction

AWDF is a Pan-African feminist fund that resources, strengthens, and upholds women's rights and feminist organisations and movements across Africa to make gender justice a reality for all on our continent and worldwide. We work to make gender justice a reality both continentally and globally through strategic grantmaking, capacity-building, advocacy, and feminist knowledge-building.

About the No to Backlash Project

The No to Backlash project, Supporting the Collective Resistance of Women's and Feminist Movements in Africa project was launched as a response to rising and increasingly coordinated attacks against women's rights across the African continent. The project is funded by the French Ministry of Europe and Foreign Affairs (MEAE).

The project aims to strengthen feminist organising, reinforce collective resistance strategies, and support women's rights organisations as they confront anti-gender narratives and actions in 10 priority countries. It is jointly implemented by the African Women's Development Fund (AWDF), Fonds pour les Femmes Congolaises (FFC), and Urgent Action Fund–Africa (UAF-Africa). Together, these partners bring complementary experience in feminist resourcing, movement strengthening, rapid response, and support to women human rights defenders.

Project objectives

The project is built around three main pillars that guide its support to feminist civil society organisations, particularly in their efforts to counter anti-rights and anti-gender movements.

(i) Financing: To improve access to increased and more sustainable funding for African feminist organisations and movements, enabling them to have a deeper transformative impact on the women, girls, and non-binary people they work with, as well as the communities in which they live.

(ii) Strengthening: To reinforce the agency and resilience of African feminist organisations and movements, equipping them not only to resist the multiple attacks of anti-rights and



anti-gender actors, but also to protect themselves from these threats. The project aims to support their vision of a continent where gender equality and justice are a lived reality for all, while countering misinformation on gender issues and the discrediting of feminism.

(iii) Networking: To demonstrate the importance of women's funds and feminist funds as effective and strategic partners for philanthropic actors committed to advancing gender equality in Africa, particularly in Francophone countries.

Background and rationale

Across Africa and globally, feminist movements and gender justice activists are facing a well-coordinated, well-funded, and increasingly intense backlash. These anti-rights and anti-gender movements are reshaping public discourse, influencing policy, and shrinking civic space. While backlash is not new, its current scale, sophistication, and political influence threaten to erode decades of feminist gains.

Over the past two years, AWDF, FFC, and UAF-Africa have supported women's rights and feminist organisations across ten African countries that are working to counter anti-rights and anti-feminist narratives and actors.

As their projects approach their end, the consortium seeks to bring the partners together to reflect on their work, share experiences, and deepen learning, but most importantly, to strengthen their capacities to report and communicate the impact of their projects.

Purpose of the consultancy

AWDF seeks to engage the services of a consultant to plan and facilitate 2 virtual MEL capacity strengthening sessions. The goal of these sessions is to improve partners' capacity to document and report impact, with a focus on feminist, movement-aligned approaches to MEL and storytelling.

SCOPE OF WORK

- Discussion with the AWDF Impact and Learning team to clarify the terms and the overall scope of the consultancy
- Develop the programme outline for the MEL capacity strengthening sessions
- Develop MEL training documentation and tools for use during training sessions with partners
- Facilitate the two MEL capacity strengthening sessions
- Produce a detailed post-event report detailing session objectives, outcomes, and partner reflections and learnings



DELIVERABLES

- Participate in an inception meeting with AWDF's impact and learning team
- Submit a clear plan/programme outline for the sessions
- MEL training documentation and tools for use during sessions
- Facilitate the sessions
- Submit a final post-event report

CONSULTANT'S PROFILE

The consultant should have:

1. Registration status, based in and working in Africa
2. Leadership by women and/or gender-diverse persons
3. Expert knowledge of women's rights advocacy, organisations, and movements in the focus countries
4. Strong knowledge and experience in quantitative and qualitative MEL processes using Feminist MEL & storytelling approaches.
5. Excellent writing, reading, and speaking proficiency in English and French are essential
6. Excellent MEL training and facilitation skills (including virtual MEL training and virtual experience), strong interpersonal skills, and a flexible attitude
7. Commitment to feminist values and principles, and human rights principles of equality and diversity
8. Available to host the sessions during the last week of July 2026

DURATION OF THE ASSIGNMENT

The assignment shall be for 14 working days, including submission of the final report.

TO APPLY

Please submit:

A technical proposal, in a document or slide set format, including approaches and a costed work plan, and a financial proposal that includes the consulting daily rates and bank details, CV, and cover letter indicating previous experience and relevant facilitation skills, to consultants@awdf.org.

Please put "Application for Submissions " as the email subject line. Applications must be received no later than Thursday, July 17, 2026, 11:59 PM GMT.



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