

TERMS OF REFERENCE

1. Consultancy Title:	IWDA Decolonial Framework and Strategy Review
2. Time Commitment:	4-6 days The Consultant must commence the Services no later than 6 May 2022 The Consultant must complete the Services by 10 June 2022
3. Budget:	Approx. \$2000-\$3000 per review
4. Location:	Home Based
5. Reporting To:	Director of Systemic Change & Partnerships, IWDA Feminist Movement Strengthening Advisor, IWDA
6. INTRODUCTION	
<p>IWDA is an Australian-based organisation, resourcing diverse women's rights organisations, primarily in Asia and the Pacific, and contributing to global feminist movements to advance our vision of gender equality for all. Our values are: Feminist, Accountable, Collaborative, Transformative.</p> <p>OUR GOALS 2020-2023:</p> <ol style="list-style-type: none"> 1. Resource and contribute to a resilient and vibrant feminist movement 2. Promote systemic change towards gender equality for all 3. Build a resilient and relevant feminist organisation <p>IWDA works in partnership with gender equality focused organisations in Asia and the Pacific; with international women's movement coalitions; and with government and academic institutions in Australia to address the practical and structural barriers to gender equality. IWDA's partnership work seeks to achieve transformational systemic change in order to realise our vision of gender equality for all.</p> <p>As part of this contribution, we take actions to decolonise our approach to feminism and development. We want to become the best we can be in the world at north-south partnerships. This means we seek to understand and leverage our locational power so that we know when to:</p> <p>STEP UP: and use our power to leverage resources and access for women's rights organisations, and make our own contribution to feminist movements</p> <p>STAND WITH: feminist movements in solidarity and amplify the work of global south actors</p> <p>STEP BACK: when others are better placed to take the lead.</p> <p>Diversity, Inclusion and Anti-Racism at IWDA</p> <p>IWDA is committed to advancing human rights for everyone, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class or socio-economic status. IWDA takes a rights-based, feminist approach to its work in order to prioritise action on the inequities and injustices faced by women in all their diversities.</p> <p>IWDA's board, leadership and staff are committed to addressing racial injustice and discrimination of all forms, including within our own organisation. We endeavour to listen, learn and act to become an</p>	

explicitly diverse, inclusive and anti-racist feminist organisation. Developing our Decolonial Framework and Strategy is a core component to this work.

This journey is core to our values and vision. Please see our full **Commitment to Diversity, Inclusion and Anti-Racism** for more information.

7. PROGRAM OVERVIEW

IWDA is a minority world/global north feminist development agency working in and with majority world/global south feminist movements in the international development sector. We are also an organisation based within a settler colonial nation state (Australia), where our staff live and work on stolen land.

In recognition of the problematic power dynamics of these positionalities, and as part of IWDA's commitment to diversity, inclusion, and anti-racism, IWDA is currently developing an IWDA Decolonial Framework and Strategy.

This framework aims to serve as:

1. A conceptual guide, establishing a common language and understanding for how we think about whiteness, modernity, coloniality and decolonisation
2. A practice paper identifying the various sites of transformation necessary within IWDA, and our commitments within each
3. An accountability mechanism, outlining how we will measure our progress and be accountable for continual learning

We intend this to be a living document that will evolve with our organisational understanding and analysis as well as the literature.

8. CONSULTANCY BACKGROUND

Drawing on the wealth of literature on decolonisation, our 35+ years of experience, feedback from our partner organisations across Asia and the Pacific and an organisational wide consultation process, IWDA has developed a 'zero draft' of an IWDA Decolonial Framework and Strategy.

The reason we have developed a zero draft of the framework is because we wanted to ensure that we were doing our own work, as settlers and as minority world/global north actors, to assess how IWDA could apply decolonial principles to our organisational practice, before requesting majority world/global south and First Nations actors to provide critical feedback, and accompaniment.

At this point we are now requesting reviews of the zero draft Decolonial Framework and Strategy from the following actors:

- a. 1 to 2 IWDA current or former grantee partner reviewers
- b. 1 to 2 decolonisation and/or decolonial 'expert' (self defined) reviewers
- c. 1 to 2 Australian First Nations decolonial 'expert' (self defined) reviewers

9. CONSULTANCY OBJECTIVES

The objectives of this review process are to:

- a. Elicit critical feedback on the draft Decolonial Framework and Strategy from a diversity of reviewers with cultural fluency of a majority world / global south culture and experience of colonisation

- b. Elicit key recommendations to strengthen or overhaul the Decolonial Framework and Strategy and IWDA's approach to decoloniality

10. DELIVERABLES TO BE PROVIDED

Deliverable	Timeframe or Dates	
Briefing and Introductions with IWDA team	Early May 2022	
Read Zero Draft	May 2022	
Consultation with IWDA team on emerging review	May 2022	
Submit review of Zero Draft IWDA Decolonising Framework including key recommendations to strengthen or overhaul the document. Indicative length of review – 3-5pages	Submitted by no later than 3 rd June 2022	

11. CONSULTANT REQUIREMENTS

The individual should possess the following skills and experience:

Essential

1. Have cultural fluency of a majority world / global south culture and experience of colonisation and/or neo-colonial paradigms such as international development
2. Demonstrated experience engaging with decolonisation and decolonial theory and practice
3. Demonstrated experience applying decolonisation and/or decolonial theory in the context of international development and/or the feminist/women's rights sector

Desirable

1. Demonstrated experience working with International Non-Government Organisations (INGOs) on issues of anti-racism and decolonisation

12. EXPRESSION OF INTEREST

Candidates are invited to submit expressions of interest addressing the following:

1. Statement addressing the criteria as set out in the 'consultant requirements'
2. An outline of the proposed process and timeline to complete all outputs
3. A quote for the review

Expressions of interest that do not cover these requirements will not be considered. Expressions of interest are required by **11.59pm Monday 18 April 2022** and should be sent to **btilbury@iwda.org.au**

13. CHILD PROTECTION

If the consultancy will or is likely to result in contact with children, the consultant will be required to provide IWDA with a national police check. In rare instances where this is not possible, the consultant will need to complete and sign a statutory declaration.