

## TERMS OF REFERENCE

<b>1. Position Title:</b>	<b>Consultant(s) for End of Program Evaluation of We Rise 3's work to amplify diverse Pacific women's voice, and advance gender equality and the human rights of women in the Pacific</b>
<b>2. Time Commitment:</b>	The Consultant(s) must commence the Services no later than 15 January 2024 and complete the Services by 31 March 2024.
<b>3. Budget:</b>	Up to AUD 50,000 (includes travel)
<b>4. Location:</b>	Home-based, with travel to Fiji, as well as potential travel to Papua New Guinea, Samoa and/or Vanuatu – to be agreed with selected consultant(s)
<b>5. Reporting To:</b>	Program Manager, We Rise – IWDA
<b>6. INTRODUCTION</b>	
<p>The We Rise Coalition is made up of six feminist organisations from the Pacific region. It was first established in 2012 as a partnership between the International Women's Development Agency (IWDA) in Australia, and the Fiji Women's Rights Movement (FWRM) in Fiji. In the second phase of the program (We Rise 2, 2016-2019), the partnership expanded to include two additional Fiji-based organisations, femLINKpacific and DIVA for Equality, to support feminist movement building and gender equality in Fiji. Now in the third phase of the program (We Rise 3, 2020-2023), the Coalition expanded its membership base to regional partners Brown Girl Woke in Samoa, Sista in Vanuatu, and Voice for Change in Papua New Guinea, to strengthen feminist movement building and gender equality in the Pacific.</p> <p>The work of the We Rise Coalition is supported by the We Rise Program, which is now in its third phase (We Rise 3), funded by DFAT currently through Pacific Women Lead. We Rise 3 funds the core and activity costs of Coalition members, as well as partnership processes of the Coalition, to support the Coalition to pursue its ambitious agenda for the Pacific feminist movement.</p>	
<b>7. PROGRAM OVERVIEW</b>	
<p>The We Rise Coalition works to amplify diverse Pacific women's voice and advance gender equality and the human rights of women in the Pacific, through organisational strengthening, movement building, and policy and institutional reform. The goal for We Rise 3 is: Diverse Pacific women's voice and agency contributes to transformative change through a vibrant and resilient feminist movement.</p> <p>At the centre of the We Rise Coalition is a commitment to building and sustaining women's collective voice and power through feminist movements. Since its establishment in 2012, We Rise has grown from two to six partners and expanded its networks and collaboration with organisations and activists across the Oceanic Pacific. The Coalition works together to create dedicated movement spaces, like the National Feminist Forums and Pacific Feminist Forum, and support and engaging regional and global movement opportunities, including Women Deliver and CSW, to deepen solidarity and collaboration between activists and allies working across the region and into the global spaces.</p>	

The We Rise Coalition has contributed to progress for Pacific feminist movement building through the following key activities: holding a secretariat function (hosted by FWRM) for **National Feminist Forums implemented across 11 Pacific countries**; implementation of a **regional Pacific Feminist Forum that gathered 150+ Pacific feminists** and amplified feminist voices from the National Feminist Forums; **strategic planning of, and participation in, Women Deliver Pacific in Fiji and Oceanic-Pacific in Australia** as well as **participation in Women Deliver global convening** in Rwanda. We Rise has also advocated for Pacific women's rights at the Commission on the Status of Women, held a regional **workshop on gender analysis and developed advocacy tools on anti-sexual harassment in the workplace** that aimed to strengthened capacity amongst regional participants who are part of the feminist movement; and **built capacity among emerging feminist organisations**.

## 8. CONSULTANCY OBJECTIVES

The purpose of this consultancy is to carry out an end-of-program evaluation for We Rise 3 to enable the We Rise Coalition in its work to amplify diverse Pacific women's voice and advance gender equality and the human rights of women in the Pacific.

Outputs from the consultancy will be used to support the design of the fourth phase of the We Rise Program (We Rise 4, anticipated 2023-2028), to address the goal developed by the We Rise Coalition for this fourth phase: 'Ambitious diverse Pacific women working together with a common vision for transformative change, through evolving, visible and sustainable Pacific feminist movements.

To achieve this, the consultant(s) will engage with members of the We Rise Coalition and external stakeholders, to assess:

- the effectiveness and impact of We Rise 3 in the areas of organisational strengthening, movement building, and policy, structural and institutional reform; and
- the relevance and coherence of We Rise's coalition model and movement-strengthening work.

The We Rise Coalition met for its Annual Strategic Planning Retreat in October 2023, and identified priority learning questions to support the design of We Rise 4, as well as questions that address valued learning areas for the Coalition. Detailed evaluation questions will be co-developed and prioritised by the consultants and IWDA, in consultation with other We Rise Coalition partners, and may include some of the following questions that emerged through the Planning Retreat:

### 1. Effectiveness and impact of We Rise 3

- To what extent did the We Rise Coalition contribute to each outcome area identified in the We Rise 3 theory of change?
- To what extent was the Coalition able to increase the voice, confidence and collective organising power of diverse women?
- What has been the impact of the National Feminist Forums in selected countries<sup>1</sup> and the regional Pacific Feminist Forum on feminist movement building and strengthening at the national and regional level?

<sup>1</sup> Selected countries will be confirmed with the consultant. Preference is given to countries in which We Rise partners are operating (Fiji, Vanuatu, Samoa and Papua New Guinea) but the consultants may analyse additional data or engage in interviews with additional stakeholders from other countries that implemented National Feminist Forums.

- What are the unintended outcomes of the We Rise program?
2. Relevance and coherence of We Rise's coalition model and movement-strengthening work
- To what extent was the We Rise Coalition model suitable for each We Rise partner, and engagement with the Pacific women's movement?
  - How well did the Coalition create and implement strategies for engaging the Pacific women's movement?
  - How well did the Coalition create and implement strategies for engaging diverse women?
  - To what extent were Coalition members able to work with and through national and regional women's movements to achieve change? What factors enabled or hindered this change?

## 9. CONSULTANCY SCOPE OF WORK

The consultant(s) are expected to consistently demonstrate feminist, decolonial ways of working during this consultancy. This includes, but is not limited to:

- Inclusive, effective communication, including cross-cultural communication;
- Meaningful collaboration with We Rise partners, including IWDA, in the analysis and interpretation of evaluation findings; and
- Ensuring that the process and outputs of the evaluation are directly and immediately useful to the We Rise Coalition.

The consultant(s) are expected to:

- Participate in a formative verbal briefing with IWDA and other We Rise Coalition partner staff to discuss the evaluation purpose and scope of work;
- Conduct a desk review of key We Rise program documents, including program design and reporting documents for We Rise 3;
- Prepare a detailed methodology in consultation with IWDA and submit this for ethics review, either to IWDA's internal review board or another relevant ethics review board. The methodology should include agreed evaluation questions, an evaluation matrix, list of interviewees, and draft data collection tools.
- Complete case studies of We Rise 3's work in Fiji (urban and rural areas), as well as one or more other Pacific countries (Papua New Guinea, Samoa and/or Vanuatu) where the We Rise 3 program was implemented (including National Feminist Forums in 11 countries across the Pacific) through:
  - a. A desk review of program documents to clarify the scope of the We Rise 3 program, key events, and program achievements and challenges;
  - b. Interviews with We Rise Coalition partner staff and external stakeholders who can provide insight into the effectiveness and impact of the We Rise 3 program, and the relevance and coherence of We Rise's Coalition strategies and movement-strengthening work.
- Summarise preliminary findings, to be shared with the We Rise Coalition through:
  - a. A concise written summary; and
  - b. A one-hour oral briefing with We Rise Coalition partner staff to discuss findings and key themes.
- Design and facilitate an online participatory workshop that engages We Rise Coalition partner staff to validate evaluation findings and co-develop actionable evaluation recommendations.

- Deliver a concise draft report that clearly responds to the evaluation questions in the approved methodology and provides supporting data (e.g. quotes from interviews).
- Submit a final report that incorporates feedback from the We Rise Coalition.

We anticipate that the consultant(s) will conduct a mix of in person and remote interviews. Our preference is that interviews be conducted in person where feasible, particularly in Fiji and at least one more country given that consultant(s) will be interviewing stakeholders in rural areas and government departments. The participatory workshop with We Rise Coalition partners will be held online. All travel costs are to be included in the AUD50,000 budget. We anticipate that all interviews may be conducted in English.

IWDA will support the work of the consultant(s) by:

- Enabling communication with We Rise Coalition partners;
- Providing key We Rise program documents;
- Supporting the consultant(s) to select relevant case studies;
- Reviewing the methodology before it is submitted for ethics review, and supporting the consultant(s) to respond to feedback provided by the ethics review board; and
- Hosting the online participatory workshop.

## 10. DELIVERABLES TO BE PROVIDED

Deliverable	Timeframe or Dates	Audience
Methodology submitted for ethics review	Three weeks from contract start date	IWDA's internal review board, or another relevant ethics review board
De-identified data and all analysis products shared securely with IWDA (to be deleted on acceptance of the final report)	De-identified data shared within two weeks from completion of data collection  Analysis products shared on completion of analysis	IWDA
Draft report	29 Feb 2024	We Rise Coalition partners and interviewees
Oral briefing with We Rise Coalition partners on findings	1st week of March 2024	We Rise Coalition partners
Participatory workshop with We Rise Coalition partners on evaluation recommendations	Second week of March	We Rise Coalition partners
Final report of maximum 15 pages plus annexes	Within two weeks of receiving consolidated We Rise Coalition comments on the draft	We Rise Coalition partners, interviewees, public release

## 11. REQUIREMENTS

The consultant, or team of consultants, should be able to demonstrate the skills and experience listed below:

#### Essential

- Experience working in one or more countries in the Pacific, preferably engaging with local women's rights and feminist organisations;
- Demonstrated competence in cross-cultural communication;
- Capabilities and demonstrated strong experience in program evaluation, as well as strategic or organisational evaluation;
- Experience evaluating program results at local and national levels, as well as regional and/or global levels;
- Expertise in assessing complex programs that involve multiple partners, and experience in assessing partnerships;
- Experience in conducting interviews and desk reviews;
- Experience in designing and facilitating participatory research and workshops; and
- Understanding of feminist and decolonial evaluation principles.

#### Desirable

- Experience working in Fiji, preferably engaging with local women's rights and feminist organisations;
- Understanding of movement-strengthening principles and approaches;
- Experience in gender analysis; and
- Tertiary qualifications in a relevant discipline, such as social science or international development.

Preference will be given to a consultant, or team of consultants, who have cultural competence (the ability to participate ethically and effectively in personal and professional interactions) in one or more countries in the Pacific. Additionally, preference will be given to a diverse team of consultants who are from the Majority World,<sup>2</sup> and can meaningfully engage in the diverse contexts in which the We Rise Coalition works.

## **12. EXPRESSION OF INTEREST**

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

1. A cover letter that addresses the criteria as set out in the Requirements above (maximum 1 page);
2. CV (maximum 2 pages per person);
3. An outline of the proposed process and timeline to complete all outputs (maximum 2 pages), including an explanation of how the proposed process aligns with decolonial and feminist principles; and
4. Daily rate and an outline of anticipated additional costs, to a maximum total of AUD50,000 including travel (including GST for Australia-based consultants)

<sup>2</sup> IWDA chooses to use the term 'Majority World' in place of 'global south', 'developing world' or 'third world', and 'Minority World' in place of 'global north', 'developed world' or 'first world'. This is a political choice, as using this language demonstrates that 'global south' populations and cultures are in the global majority, thereby challenging the problematic hierarchies implied by other commonly-utilised terminology.

If a team of consultants is proposed, the cover letter must specify the roles and responsibilities of each member and who will be the lead and responsible for production of outputs. The cover letter must also describe working relationships within the team and how power dynamics within the team will be navigated.

Expressions of interest that do not cover these requirements will not be considered.

Expressions of interest are required by 11:59 pm AEST, Sunday, December 10 2023, and should be sent to [ssandvall@iwda.org.au](mailto:ssandvall@iwda.org.au) with the subject 'EOI – End of Program Evaluation of We Rise 3'. Any queries relating to this consultancy should be emailed to [ssandvall@iwda.org.au](mailto:ssandvall@iwda.org.au).

### 13. CHILD PROTECTION

This consultancy is not anticipated to result in contact with children. The consultant(s) will be required to review and sign IWDA's Child Protection policy.