



## Call for Consultancy: EM2030 Anti-Racism and Intersectional Feminism

Equal Measures 2030 (EM2030) is a unique cross-sector partnership of leading organizations from civil society and the development and private sectors hosted by Plan International. We work to ensure that girls' and women's movements, advocates and decision makers have the data they need, and in a format, they can use, to guide and drive faster progress towards the gender equality commitments in the Sustainable Development Goals (SDGs).

The partnership is a joint effort of organizations from civil society and the development and private sectors including: Asia-Pacific Resource and Research Centre for Women (Arrow), Bill & Melinda Gates Foundation, CLADEM, Data2X, the African Women's Development and Communication Network (FEMNET), the International Women's Health Coalition (IWHC), KPMG International, ONE Campaign, Plan International and Women Deliver.

After four years of piloting and learning, EM2030 is evolving from a start up partnership to one that is more established and mature. We are also about to embark on a new five-year strategy period. It is an important moment for EM2030 to gain additional expertise in how to further embed anti-racism, intersectional feminism, diversity and anti-colonialism as core values of this partnership.

The first step in this process will be to engage the services of an experienced consultant to help the EM2030 Secretariat reflect on its own conscious and unconscious bias, how these may be reflected in our work, and how to change our approach. As EM2030 is a hosted initiative of Plan International, this work will need to take into account parallel processes underway within Plan International and take due consideration of the EM2030 sphere of influence in drafting recommendations and plans.

### Scope of Work

The Scope of Work is to help the EM2030 Secretariat reflect on its own conscious and unconscious bias, how these may show up in our work, and to help us reflect on how we can change our ways of working and approach. The scope of work should include:

- Planning and delivering a series of interactive workshops with the EM2030 Secretariat team to:
  - Explore conscious and unconscious biases
  - Facilitate participants' critical thinking & learning about racism, power inequalities & biases, and decolonization of the development sector
  - Challenge and contextualise interconnected and intersecting inequalities, with a focus on gender inequalities.
- Developing pre- and post- workshop reading and activities

- Producing a short report with key timebound recommendations and a suggested roadmap for EM2030 to continue to evolve as an anti-racist, intersectional feminist, and anti-colonial organisation
- Holding a briefing conversation with the EM2030 Secretariat and the Management Team to share reflections and facilitate a dialogue about the findings outlined in the report

### Key Deliverables:

- Project workplan and description of proposed methodology
- A series of virtual workshops with EM2030 Secretariat team
- Final Report (8-10 pages) with timebound recommendations and a suggested roadmap
- Presentation to the EM2030 Secretariat and the Management Team to share reflections and facilitate a dialogue about the findings outlined in the report

### Required technical expertise, skills and knowledge

#### Essential

- Demonstrated experience working with the international development community, partnership-based organizations and grassroots organizations on strategies and roadmaps to increase anti-racism, diversity, inclusion and equity principles and practice
- Demonstrated experience leading a non-profit organization, including through relevant change processes
- Experience facilitating interactive conversations and workshops about social justice, gender justice, racism, colonialism, gender and intersectionality
- Ability to facilitate consultation and interactive workshops via web-based platforms (for example, Zoom, etc.) and across time zones
- Strong written communication skills, including preparation of detailed reports based on evidence-based research
- Strong verbal and written communication skills, targeting a variety of audiences
- Experience living and working for at least 5 years outside of Europe and North America

#### Desirable

- Fluency in Spanish and/or French

### Budget and ways of working

- The consultant will be home-based
- The Scope of Work is estimated to take between 10-20 days to complete, but consultants should provide further detail on their proposed timing and costings in their Cover Letter

### How to apply

- Please submit a Curriculum vitae (CV) and Cover Letter explaining the following:
  - Your relevant experience for this work
  - The theory and principles that guide your approach and ways of working
  - The proposed budget and time allocation
- Please also provide three current references
- Please send to [alison.livingstone@equalmeasures2030.org](mailto:alison.livingstone@equalmeasures2030.org)
- Applications will be reviewed on a rolling basis