



TERMS OF REFERENCE: **Intersectionality Training and Guidelines Consultancy**

Background:

Founded in 2011, **Kaleidoscope Trust** works to uphold the human rights of lesbian, gay, bisexual and transgender (LGBT+) people in countries around the world where they are discriminated against or marginalised due to their sexual orientation, gender identity and/or gender expression. We work with British and international institutions and partners to support the work of LGBT+ activists to bring about positive legislative, policy and social change for LGBT+ people everywhere. We do this principally through our research- and evidence-based advocacy and our high-impact programmes.

Kaleidoscope Trust is a founding member and host to the Secretariat of [The Commonwealth Equality Network \(TCEN\)](#), the first civil society network to sustainably advocate on behalf of LGBT+ people in the Commonwealth. Since its foundation in 2013, TCEN has actively participated in Commonwealth spaces to raise the profile and mainstream the discussion of LGBT+ people and their rights and concerns, and to engage with national-level decision-makers and policymakers on these topics. A significant result of this work was our contribution to influencing former Prime Minister Theresa May to express her deep regret for the legacy of discrimination and violence that colonial-era legislation continues to inflict on people across the Commonwealth, at the 2018 Commonwealth Heads of Government Meeting (CHOGM).

The network currently comprises over 60 member organisations representing 47 Commonwealth countries drawn from all regions. It was accredited to the Commonwealth in 2017, the first LGBT+-focused group to ever receive this status which recognises commitment to the values and principles of the Commonwealth as laid out in its Charter.

Programme Background and Scope of Work:

Mainstreaming intersectionality as an approach to LGBT+ equality in the Commonwealth Pacific is a 10-month programme funded by the Australian Government's Department for Foreign Affairs and Trade (DFAT). The programme, which runs from May 2021 to March 2022, aims at supporting and building the capacity of Pacific-based LGBT+ organisations in applying an intersectional angle to their work and at increasing collaboration between TCEN members and other CSOs and stakeholders to bolster meaningful engagement with decision-makers.

This programme seeks to contribute to the intersectional mainstreaming of LGBT+ rights and issues both within stakeholder spaces (e.g., local authorities, diplomatic missions) and social movements (e.g., women's rights, climate change, the rights of people with disabilities) within Pacific Commonwealth countries. The programme is delivered by the Kaleidoscope Trust in collaboration with local LGBT+ organisations in **Fiji, Kiribati, Tonga and Vanuatu**.

In pursuit of this aspiration and as part of the programme, Kaleidoscope Trust will provide assistance and resources to TCEN's member organisations in focus countries to create avenues for increased visibility and intersectional mainstreaming of LGBT+ human rights and issues within stakeholder spaces and social justice movements, including through:

- enhancing the knowledge and skills of Pacific LGBT+ organisations and other social justice movements (e.g. women's rights organisations, climate justice activists, youth) on intersectionality and its application to advocacy;
- increasing collaboration between partner organisations and other social justice movements to advance common interests and/or intersectional agendas;
- facilitating meaningful engagement between LGBT+ organisations and duty-bearers to address barriers, priorities, and opportunities for Pacific LGBT+ people.

Kaleidoscope Trust is seeking a consultant/team of consultants to deliver a series of trainings for Pacific-based civil society organisations and to develop practical guidelines on the application of intersectionality in civil society work. This is a very exciting opportunity for professionals who can demonstrate a good knowledge and experience in intersectionality and advocacy for human rights, non-discrimination, and social justice in the Global South and Global East contexts.

Deliverables:

Under the supervision of the Kaleidoscope Trust's DFAT Programme Team and in close collaboration with the TCEN's member organisations in Fiji, Tonga, Kiribati and Vanuatu, the selected consultant/team of consultants will be expected to produce two deliverables:

Deliverable One

- conceptualise and develop training agenda and methodology factoring in relevant expectations and needs of partner civil society organisations in Kiribati, Tonga, Vanuatu, and Fiji;
- conduct a set of training workshops on general concepts and principles of intersectionality and its application in civil society work in each programme country. The training format (e.g. online or semi on/offline, one full day or two half days) will be defined based on physical location of the selected consultant/team of consultants, availability of local facilitator(s) to support the trainer, and COVID-19 related restrictions in focus countries.

Deliverable Two

- develop a set of practical guidelines on applying intersectionality into civil society work, including specific components (e.g. programme/strategy design, evidence building, policy analysis, sensitisation, partnership building). Where practical, the guidelines should refer to relevant case studies and experience of Pacific-based civil society organisations.

Qualifications and Experience:

The consultant/team of consultants should demonstrate:

- postgraduate qualification or comparable experience in a relevant field (e.g., international human rights law, gender and social justice studies, international relations, international development);
- experience working with intersectionality, human rights – especially LGBT+ rights – and policy and legal advocacy in the Global South and Global East;
- knowledge and understanding of social, political, cultural, and human rights contexts of the programme-focused Pacific countries and/or the region as a whole;
- experience in training and facilitating civil society groups and activists operating in ethnically and culturally diverse environments;
- understanding of the particular challenges associated with international third sector and/or network organising (such as time difference, the rarity of physical meeting times, etc.).

This position is open to suitable candidates, regardless of their current location. Due to current COVID-19 related restrictions, it is expected that this consultancy will be based remotely (home-based). If based in a programme country and where country regulations allow, it is expected there will be some face to face work (which will be discussed upon appointment).

The successful consultant/team of consultants will be expected to attend online meetings within UK and/or respective Pacific country time zones.

Timeline:

An agreed timeline for deliverables and a work plan will be discussed with the selected consultant/team of consultants; however, Kaleidoscope Trust expects this assignment to be completed in full by 11:59pm GMT on 10th March 2022. The number of days required to complete the deliverables will be based on the agreed work plan.

Activity	Expected timeline
Application submission	Before 10th of August 2021
Selection result and kick-off meeting	Before 20th of August 2021
Submission of the finalised work plan	Before 31st of August 2021
Meetings with country partners	September 2021
Country-focused training conceptualisation and agenda development	September 2021
Delivery of country-focused trainings	October/November 2021
Conceptualisation and drafting of the practical guidelines on applying intersectionality	January/February 2022
Submission of the finalised practical guidelines on applying intersectionality	Before 10th March 2022

Budget:

The max available budget for this consultancy is £12,000.00.

How to Apply

Kaleidoscope Trust is committed to equality and diversity and we particularly encourage applications from women, all sections of the LGBT+ community and all minorities. To apply, please submit a CV, expression of interest and a proposal containing a proposed timeline for the work and a proposed budget (no longer than three pages) explaining:

- your interest in consulting with Kaleidoscope Trust;
- how your relevant skills and experience meet the qualifications and experience for this role;
- how you expect to conduct this work, including a proposed timeline for the work and budget.

Please email the above documents to maria.achilleos@kaleidoscopetrust.com, titling your communication: "Vacancy: Intersectionality Consultancy".

Closing date: 10th August 2021