



Call for Consultancy

World YWCA's Evidence-based Intergenerational Leadership Guide/Tool

The World YWCA is seeking a consultant (consulting agency/firm/group of consultants) passionate about intergenerational leadership to scope, map collaborative actions of individuals and organisations and capture ways to embed the approach into organisations and personal practice of leaders. The aim is to develop content and training materials based on the extensive scoping, research and mapping of intergenerational leadership across the YWCA movement and beyond using a participatory feminist approach. This work is instrumental to strengthen allyship and environment support of Young Women Leaders in the Rise Up! Phase IV under the Program in Asia and the Pacific, funded by the Department of Foreign Affairs and Trade, Government of Australia.

Location: Remote

Closing date for expression of interest: 15 July 2022

Starting date: as soon as possible

Type of agreement: consultancy – estimated working days 60 days

Reference: WYWCA-Intergenerational

About World YWCA

The World YWCA has an ambitious goal: to reach 100 million young women and girls and transform power structures to end gender inequality by 2035. Established in 1855, the World YWCA is the world's oldest women's movement. With member associations in 109 countries, it works to fulfil human rights and make gender equality a reality. The World YWCA is a learning organization in which there is recognized mentorship across generations. Sixty percent of the members of the World Board are aged 30 and under. The purpose of the World YWCA is to develop the leadership and collective power of women and girls around the world to achieve justice, peace, health, human dignity, freedom and a sustainable environment for all people.

The World YWCA mobilizes and connects millions of young women around transformational change, provides leadership opportunities in more than 100 countries around the world. It also actively works to influence policies, regulations and social and community norms which prevent the realisation of rights and leadership potential of women.

The World YWCA has three strategic priorities:

- Management and governance excellence towards Goal 2035
- Strategic partnerships and communication towards Goal 2035
- Engagement and mobilisation of girls, young women and women towards Goal 2035

We know that an inclusive and intergenerational approach that centers young women's leadership is vital to sustaining a bold, progressive women's movement. While the future of our movement hinges on the development of young women leaders, it also depends on the engagement, know-how, and participation of women leaders from all generations. Fostering connections, shared learning, and mutual exchange between leaders of all ages and backgrounds creates better, more



impactful leadership models and strengthens our movement. In our work amplifying young women's voices and centering their leadership and advocacy, we are intentionally collaborative and intergenerational in our approach. World YWCA is keen to create a guide/tool that will help ensure sharing of this intergenerational learnings and approach with the wider human-rights sector, including the wider YWCA movement.

About RiseUp! Mobilising Young Women's Leadership and Advocacy Program ('RiseUp!')

Young women in the Pacific and Asia live with constant violations of their human rights. The barriers they already face to claiming their rights have increased with the COVID-19 pandemic and emergencies such as natural disasters and political crises. Discriminatory attitudes held across societies based on gender and age constrain leadership opportunities for young women and block their ideas and solutions from being heard. When young women have the space, support, and recognition to rise to become leaders, they are an influential force in championing young women's rights and social change in their families, communities and beyond. The RiseUp! program empowers young women in Asia and the Pacific to build their skills, knowledge, and networks to be confident leaders, claim their rights and act together to create positive social change. RiseUp! supports all leaders to work together, share their knowledge and leadership with others, and inspire all young women to use their voices and act together for social change. Intergenerational leadership is central to the work of Rise Up! and in utilizing this approach and furthering its practice the greater impact the program can have on the individuals and communities it works with.

[World YWCA Glossary and Definitions](#) describes Intergenerational as *"Intergenerational describes the relationship between and across generations. An intergenerational approach is grounded in respect for the lived experience of each individual, independent of their age, and what we can learn from them."*

Intergenerational leadership is a central element to YWCA values and an essential aspect of the overall goal of Rise Up! Phase IV without strong intergenerational support, mentoring and meaningful engagement, achieving inclusivity is limited. The absence of meaningful intergenerational leadership has a huge impact not only on the environment support and operations of the program but limits the personal leadership journeys of all women and a missed opportunity to learn from lived experience, increased support and allyship. The presence of intergenerational leadership and its practical application is fundamental to the individual journeys of participants and a central element to an approach that builds young women's individual and collective power to drive change in their lives and communities, RiseUp! is a core method for the World YWCA to achieve Goal 2035 that '100 million young women and girls transform power structures to create justice, gender equality and a world without violence and war, leading a sustainable YWCA movement, inclusive of all.' During Phase IV the RiseUp! model and resources continue to be developed and adapted to meet young women's changing needs. New online platforms and resources are being created so that RiseUp! can be used by young women in other countries and beyond the YWCA.

The consultancy will have several components and will be in strong collaboration with leaders across the YWCA movement, external partners and donors, as well as those directly involved with Rise Up! Phase IV. World YWCA will provide guidance and support on the process to ensure it is co-created along with the young women leads to ensure a leadership project, by them and for them, thereby not only strengthening World YWCA's design, but building a curriculum that answers to women and young women in all their diversity, an opportunity to co-design, co- create and co-decide for themselves.

Scope of Work:

Proposed Activities, Timelines and Processes

- This is a remote consultancy. The consultant must work through virtual communication and be proactive and engaging. If at all there is traveling required as a part of the work, World YWCA will help scope and plan the travel.
- World YWCA created a “Young Women Consultation Methodology” developed by young women and has been tested and proven to be a great tool for engagement and evaluation, working with young women to understand their needs, their perspectives, work and impact on them. The Consultant will be required to use the methodology, as suitable, to facilitate the co-creation of Intergenerational Leadership guide/tool: Mapping to practical application. This will be finalised through a common understanding built during the process by the World YWCA team.
- The Consultancy requires high amount of interaction over time zones. English is the required language, with keen interest in inclusivity to ensure barriers are overcome in content creation.
- The Consultant/s must use participatory, inclusive, and supportive methods of work as much as possible, to ensure that the young women leads and World YWCA contact points directly involved in the various elements of the consultancy as detailed below.

The timeframes listed below are tentative and subject to amendment during the planning phase.

Description of activity	Indicative number of days	Output	Indicative due date
Research intergenerational leadership theories and models	10 days	Detailed report containing literature review on current theories and overview of models as well as relevant research already in existence	August 1, 2022
Scope World YWCA Intergenerational Leadership Approach	10 days	Conduct a a series of individual meetings and focus groups with key YWCA leaders to determine the current manifestation of intergenerational leadership in MA and team specific settings Summarise findings	August 15, 2022
Consult with YWCA Leaders and partners on gaps in the approach and ways to improve and further develop from an individual and organisational perspective	10 days	Engagement with YWCA Leaders and partners across the human-rights space in a series of interviews and focus groups to determine gaps and potential new innovations ways to demonstrate intergenerational leadership Summarise findings	August 31, 2022
Develop Intergenerational Leadership tool final content	10 days	Provide suggestions on Intergenerational Leadership tool based on the insights and findings from research, scoping and consultation of the movement in consultation with and in close	September 12, 2022

		consultation with World YWCA	
Assist with Revised versions	10 days	Incorporate comments from key stakeholders and by World YWCA.	September 26, 2022
Final material design and approvals	10 days	Develop suite of communication tools, to include one pagers, pamphlets and guides to implement and incorporate the approach from various perspectives in close consultation with World YWCA.	October 5, 2022

Ideal Profile of Consultants:

- Excellent skills and experience in feminist research and consultation practices;
- Existing knowledge and experience of upcoming leadership approaches in the women's space, in particular intergenerational leadership;
- Knowledge of Women's leadership development, gender, civil society engagement and women's rights in general and feminism;
- Expertise and demonstrated experience in young women's leadership and civil society engagement;
- Comprehensive experience and understanding of gender equality issues, diversity and equity and decolonization of organisations and operations;
- Inter-personal skills and participatory tact in working with a range of diverse women, young women along with wider civil society stakeholders;
- Demonstrated experience in bringing approaches to life, socializing concepts through a variety of methods and mediums;
- Atleast 2-3 members in the team will be an added advantage; with a designer in the team if possible;
- Experience in consultative, co-created, inclusive design thinking.
- Progressive feminist language understanding will be a key asset.

Application Process and Timelines:

Proposals will need to include the following information:

- A draft scope of services/ tentative plan of action on process;
- Draft budget;
- Outline key skills, experiences and justification, including adviser fees and proposed role in meeting the design milestones outlined in this document.
- Sample of previous work done.
- 1-2 references for checks to be made at later stage.
- Evidence of registration/status as a consultant (independent or working under a company) able to invoice the World YWCA in Switzerland and cover all taxes and legal obligations in the country where they are based/work.
- The Consultant should send the package of above listed documents either in word or pdf format to: hresources@worldywca.org



- Last date to submit applications is 15 July 2022; close of Business Day CET