

Call for Consultancy

Development of RiseUp! transformative leadership thematic modules for young women and women led advocacy.

RiseUp! Asia-Pacific Leadership and Advocacy Initiative

Background:

The World YWCA and through its RiseUp! Asia-Pacific Leadership and Advocacy Initiative promotes young women's leadership-led action, and social and environmental justice advocacy. As part of our ongoing commitment to advancing young women's leadership and young women and women-led advocacy, we are seeking consultants/groups of individuals to develop 2 (two) transformative leadership modules focused each on two critical themes of work:

1. Peace, Conflict and Justice
2. Sexual and Reproductive Health and Rights (SRHR)

This call for consultancy invites proposals for the Development of Transformative Leadership Modules from an interested group of individuals/ consulting firms. The modules support the work being done under the Australian Government-supported RiseUp! Initiative in Asia and the Pacific region. The modules' consultancy and development must be done through a collaborative process. World YWCA is open to exploring two different sets of consultants for the two modules, if consultants feel their expertise is best suited to one thematic module only. We are seeking consultants who have deep expertise and experience in each theme.

Location: Remote

Closing date for expression of interest: 22 May 2024

Starting date: as soon as possible

Type of agreement: consultancy – estimated working days 30 days per module

Reference: YWCA-Intergenerational/RiseUp!

Range of costs: 15,000-24,000 AUD per module

About World YWCA and RiseUp! Leadership Initiative:

Established in 1855, the World YWCA is the world's oldest women's movement. With member associations in 109 countries, it works to fulfill human rights and make gender equality a reality. 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 has an ambitious goal: to reach 100 million young women and girls and transform power structures to end gender inequality by 2035. The World YWCA mobilizes and connects millions of young women around transformational change, providing leadership opportunities in more than 100 countries worldwide. It also actively works to influence policies, regulations, and social and community norms which prevent the realization of the rights and leadership potential of women.

The World YWCA has three strategic priorities:

- Management and governance excellence towards Goal 2035

- Strategic partnerships and communication toward Goal 2035
- Engagement and mobilization of girls, young women, and women towards Goal 2035

Young women in the Pacific and Asia live with constant violations of their human rights. The barriers they already faced 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! Mobilising Young Women's Leadership and Advocacy Program (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.

The YWCA's *RiseUp!* Young women's leadership model is a peer-to-peer approach that is led by young women, for young women and supports them to claim their rights as part of a life-long leadership journey. RiseUp! provides peer-to-peer leadership and advocacy training to young women and supports them in building knowledge, skills and networks to take action on important issues, such as violence against women and girls, sexual and reproductive health and rights, climate justice and gender equality. It creates safe spaces for young women to build knowledge and confidence, challenging the human rights violations and negative attitudes that are barriers to fully realising their leadership capabilities. Through this, RiseUp! supports young women leaders in working together, sharing their knowledge and leadership with others, and inspiring all young women to use their voices and act together for social change.

The work under the RiseUp! Asia-Pacific initiative is supplemented and strengthened by the following transformative tools of World YWCA, developed and designed by and for young women and women:

1. [World YWCA's RiseUp! Guide for Young Women's Transformative Leadership](#)
2. [World YWCA's Feminist Consultation Methodology](#)
3. [World YWCA's Safe Spaces Guide](#)
4. [World YWCA's Storytelling Guide](#)

Scope of consultancy work:

Peace, Conflict and Justice, as well as Sexual and Reproductive Health and Rights, are critical parts of the work of World YWCA and are focus areas under the World YWCA's Advocacy Roadmap. The selected consultant(s) will be responsible for designing and creating two distinct modules, which will be foundations for delivery both face-to-face and online:

(1) Transformative Leadership for Peace, Conflict and Justice Module:

This module aims to equip emerging leaders with a comprehensive understanding of peace, conflict, and justice work from historical and present perspectives, principles, strategies, and advocacy. It should focus on the intersection of environmental and climate justice concerns, social equity, and human rights within forms of conflict around the world. The module must focus on the intersectional, historical and policy understanding of the theme, along with strengthening the role of intergenerational leadership values and skills towards strengthening advocacy- action and activism- to enhance contributions towards change

locally and globally. The Module should recognise the value of traditional knowledge and local expertise in addressing these challenges at local, national, regional and global levels. It should help strengthen the skills required for youth leadership towards Peace and Justice work, working beyond the skills mentioned in RiseUp! Transformative Guide on Young Women's Leadership.

(2) Transformative Leadership for Sexual and Reproductive Health and Rights (SRHR) Module:

This module empowers leaders to champion Sexual and Reproductive Health and Rights within their communities. It should address the importance of destigmatising SRHR, enhancing access to services, promoting gender equality, and ensuring access to comprehensive sexual education and healthcare services. The module must focus on the intersectional, historical, and policy understanding of the theme, along with strengthening the role of leadership values and skills in improving advocacy- action and activism- to enhance contributions towards change locally and globally. It should explore relationships between positive masculinities, exploring the intersectional nature of the impact of SRHR in lives of youth and different ages, focusing on underrepresented and marginalised communities and genders.

World YWCA appreciates an inclusive and engaging approach to content development and will help the consultants engage with practitioners and RiseUp! leaders on ground to understand their needs, understandings and realities.

Deliverables:

The consultant(s) will be expected to deliver the following:

- **Module Content:** Develop well-structured and engaging content for each module, including presentations, case studies, interactive exercises, and resources. Ideally, the modules should use the 'learning by doing' approach where sub-topics are well-paced, informative, and engaging through creative games and exercises. The content must be tested and validated with and by young women leaders from RiseUp! program and other YWCA and partner initiatives. Content should be adaptable to both in person facilitation and self-paced digital RiseUp! modules delivered online.
- **Assessment Tools:** Create assessments to measure young women leaders' understanding, identify key gaps and challenges and focus on knowledge and skills retention. The module should include learning objectives, training materials, training methodology, pre and post training assessments.
- **Facilitator's Guide:** Provide a detailed guide for facilitators, including session outlines, discussion points, and guidance on facilitating group activities. The facilitator's guide should have clearly articulated and defined steps for easy understanding and transaction on the ground. These guides will be translated into multiple languages and must be written concisely with this in mind. Modules must be designed for different learning styles and aligned with the RiseUp! Branding.
- **Creative tools:** These can be in the form of audio pieces, postcards, games, posters, etc, that can help make the facilitator's guide engaging and user-friendly.

Qualifications for applicants:

Interested consultants should demonstrate the following qualifications:

- Proven understanding and experience on the thematic of choice as mentioned above.
- Experience in curriculum or module/guide development, age-appropriate education, awareness, and information methodologies.

- Strong understanding of social justice frameworks and intersectional approaches, focus on practices around diversity, equity and inclusion.
- Excellent written, creative, and communication skills. Currently the modules are being created in English, however, we are keen to support multi-language understanding and provide translators to guide that process and make these modules robust to grassroots realities.
- Ability to create interactive and engaging informative and educational materials.

Timeline: The consultancy is expected to be conducted over a period of six months with a tentative start date of June 15, 2024.

Proposed Activities, Timelines, and Processes

The proposed time frame is tentative and has been broken down for clarity and ease. Please note that this is subject to amendment during the signing of the agreement and planning phase.

Description of activity	Indicative timelines	Deliverables	Indicative due date
<ul style="list-style-type: none"> • Signing of contract • Review of all World YWCA documents and products for background understanding, including the RiseUp! Theory of Change, RiseUp Manual, and other key documents. • Discussions with RiseUp! team 	Month 1	The final agreement is signed.	June 20, 2024
Finalizing the module content, focus, design, timelines, and budget.	Month 1	Final content focus/ framing, design, process plan, and budget	To be completed by July 15, 2024
Module development	Months 2 and 3	Monthly summary reports; regular check-in calls with World YWCA. Sharing a summary document of key process steps and preliminary findings.	Till Sept 2024
Testing, consolidation, compilation, and finalisation of module	Month 4	Final draft with inputs incorporated.	October 2024
Final module and product handover	Months 5 and 6	Modules finalised and product designed and delivered.	December 2024

Application Process: Interested consultants or consultancy teams should submit the following documents to hresources@worldywca.org. Interested consultants are invited to submit a tentative



letter of intent with a tentative plan, proposing cost alignment to delivery.

The subject line for the email should state: Application/RiseUp! Module Development-name of module/2023/<name>.

1. Cover Letter: A brief introduction and overview of relevant experience. Organisational background, including the team and registration status. If an individual is not a registered entity, kindly share tax status and country of tax filing information. The cover letter must detail any relevant experience and explanation on values as a consultant. Share experience working with diverse set of communities on the themes.
 - a. Proposal: A short proposal outlining the approach to module development, including a preliminary outline of the content. Please do not provide too many detailed steps. Include a draft financial proposal/plan and timelines (do not exceed the consultancy budget window).
2. CV(s): CVs of the consultant(s) highlighting relevant experience.
 - a. Two references (who will be only contacted in the final stages of selection)

Closing date for submitting proposals: May 22, 2024, EOBDC EST

For any inquiries or clarifications: Please contact World YWCA Human Resources at hresources@worldywca.org