

Women's Major Group

Women's Major Group Strategic Planning Request for Proposals

Term of Contract: May - September 2021

Budget: 8000 - 12000 USD

Deadline to Apply: 18 April 2021

Location: Remote, can be based anywhere

This Consultancy will be administered by the [Women's Environment and Development Organization](#) (WEDO).

Purpose and Background

The [Women's Major Group](#) (WMG) is a global intersectional feminist collective. It was created at the 1992 Earth Summit in Rio de Janeiro, Brazil, where governments recognized women as one of the nine important groups in society for achieving sustainable development. The WMG is an official participant in United Nations processes on Sustainable Development. Other processes use the major group or similar systems, with the WMG active in the processes of the United Nations Environment Program since 1996.

The Women's Major Group has the responsibility to facilitate feminist and women's civil society active participation, information-sharing and input into the policy space provided by the United Nations (e.g., participation, speaking, submission of proposals, access to documents, development of sessions).

The WMG is self-organised and open to all interested organisations working to promote human rights-based sustainable development with a focus on women's human rights, feminism and gender equality. We currently have over 1700 feminist members globally, 300 of which are more active in advocacy. The WMG is steered by Organizing Partners (OPs) and supported by a small secretariat.

With the development and the acceptance of the 2030 Agenda, WMG has expanded greatly in membership, capacity and responsibilities. In order to shape this growth more intentionally, we need to evaluate and increase the impact of WMG's feminist advocacy in UN sustainable development processes. Therefore, WMG is planning to go through a process of strategic

planning, to revisit our mid- and long-term goals, especially in light of the changes imposed by the COVID-19 pandemic and the current realities and dynamics within the UN sustainable development processes.

Project Summary

WMG has worked extensively for gender equality to be an integral part of the Agenda 2030 and the SDGs. It has, through its members, succeeded in ensuring that gender equality was both a standalone goal and a cross cutting perspective in many of the other goals and in defying the gender binaries. As the implementation process of Agenda 2030 started and progressed in the last five years, there have been changes in the processes, the dynamics within the processes, as well as in membership and working methods of WMG. As we enter the second five-year period of SDG implementation and considering the changes imposed by the COVID-19 pandemic, it is a good time to think about WMG's strategy, future roadmap and way forward, and our needs and priorities for the mid- and long-term, taking lessons from our past experiences. The outcome of the project will be two-fold: one shorter mid-term strategy, goals and activities document, as well as a longer term strategic, comprehensive plan and goals document.

Goals of Strategic Planning

- Outlining the goals (short term & long term) and objectives of the WMG for the next three to five years, with a priority on the first two years
- Identifying the important and strategic advocacy spaces for WMG, evaluating the spaces we are in currently, as well as reflecting on the impact WMG was able to achieve on these spaces.
- Identifying what meaningful, inclusive and effective participation looks like, for WMG and especially for its Global South members, to the United Nations processes
- Identify how to best support our members' engagement, inclusion and advocacy under shifting circumstances,
 - Underlying questions can include: What are barriers to members participation in the WMG? How can we increase engagement? How can we bring in underrepresented voices?
- Outlining the possible cooperation and collaboration opportunities between the WMG and other stakeholders and institutions
- Designing and developing an action plan that includes actions to be taken to achieve expected outcomes/results together with the timeline and milestones where applicable.

- Outlining the indicators/measurements/markers for success over the next couple of years and the expectations from WMG operations and business modality
- Ensuring the strategic planning is inclusive and participatory, and based on feminist values

Project Scope and Deliverables

Lead a process to collect inputs and background from the WMG secretariat, the current Organizing Partner (OP) team and its partners to create a renewed Strategic Framework for the organization. Preparation process should include:

- Background interviews/feedback collection with WMG coordination, Organizing Partners and members
- Review of provided background materials on the collective and its work;
- Identification of members, OPs, and allies for interviews for needs, gaps, strategies and proposals
- Undertaking interviews with the long-term feminist members, OPs, identified previous OPs and identified allies
- Analysis of the findings
 - A shorter two year mid-term strategies, goals and activities document (preferably ready by 1 July 2021)
 - A longer, more detailed document for longer term (3-5 years) strategies and goals

Timeline	Activity
Finalize consultant contract	April 30th, 2021
Background work and interviews	May - June, 2021
Shorter mid-term analysis and proposals	20 June 2021
Long-term strategy document	15 September 2021

Scope of Consultant Work

The Consultant will be working with WMG members, current and some of the previous Organizing Partners, and allies. The WMG secretariat will support the Consultant in getting into contact with identified members, Organizing Partners and allies.

Due to the effects of the COVID-19 pandemic, all of the meetings of the process will have to take place virtually. WMG will provide technical support for the meetings.

Qualifications

Required:

- Expertise designing organizational/collective strategic planning, and/or needs assessments at the international level;
- Expertise in organizational governance structures development, internal structural transformations, CSOs management and creating value proposition cases;
- Strong background in organizational value and effectiveness or organizational development;
- Feminist values, commitment to and work reflecting anti-oppression;
- Ability to work very collaboratively, to manage time and work remotely.
- Experience on human rights, particularly women's human rights
- Flexibility to work in different time zones

Strongly Preferred:

- Experience providing support to clients or coworkers working in an international, multicultural contexts, especially the United Nations;
- Experience working with global or regional collectives/platforms/coalitions /networks
- Experience in conducting gender audit is preferable;
- Experience working on feminist or women's human rights issues;
- Experience working on economic, social and/or environment justice issues;
- High degree and verifiable experience in drafting governance structures reforms documents, value proposition documents, management transformation theories;
- Experience cultivating innovation in the nonprofit or social impact space.

Proposals

We're flexible on the approach you take, but we ask for the following key details to be covered in a brief proposal:

- A brief description of your background and why you would be a good fit for this project;
- A description of how you would approach this work, including how many in-person team meetings you would envision for this process;
- Cost-estimate within our given budget;
- Brief overview of logistical needs, if any;
- Samples of relevant previous works;
- 2-3 References;
- Resume;
- Your availability for an interview between April 15 - 25, 2021

Proposals should be submitted to Sehnaz Kiyamaz Bahceci (sehnaz@wedo.org) and Andrea Vega Troncoso (andrea@wedo.org) **by April 16, 2021.**