

# URGENT ACTION FUND

## FOR WOMEN'S HUMAN RIGHTS

### UAF Disability Justice Movement Mapping and Landscape Analysis Consultants

#### Scope of Work

#### About Urgent Action Fund:

[Urgent Action Fund for Women's Human Rights](#) (UAF) is a feminist fund that protects, strengthens and sustains women, gender non-conforming (GNC) and transgender human rights defenders (W/THRDS) at critical moments. We intervene quickly when activists are poised to make great gains or face serious threats to their lives and work.

#### General Overview:

UAF is expanding its programmatic work to reach a wider network of women, GNC and trans human rights defenders working at the intersection of disability and gender justice. As part of this initiative, we are seeking consultants with research expertise and knowledge of feminist and social justice movements to conduct an assessment that will map disability justice movements and identify the key priorities, strategies, challenges, and movement capacities of feminist activists organizing within these movements. The analysis will focus on one or more of the following regions and/or countries: the Balkans, Central Asia, Eastern & Central Europe, the Middle East, Russia, South Caucasus, and Turkey .

#### Scope of Work:

- Design:
  - Co-lead the development of the mapping and landscape analysis' framework, research methodology and tools with contextual nuance in mind
  - Co-develop the project workplan and budget
  
- Research:
  - Assist in identifying women/GNC/trans-led grassroots organizations/networks/coalitions working at the intersections of disability and gender justice and in the identified region(s) and/or country (ies) of focus
  - Conduct data gathering activities with identified key informants and analyze data collected in coordination with other consultant(s) and project supervisor
  - Identify gaps, needs and opportunities of disability justice movements in their own contexts with an intersectional feminist lens and a global perspective
  - Map global and regional strategic advocacy spaces that provide opportunities to visibilize urgent disability justice issues

- Support the deepening of relationships with identified prospective and current grantee partners working on disability justice issues through follow up and other communications when necessary
- Debrief with supervisor and collaborators at strategic and pre-determined points throughout project implementation
- Post Landscape mapping:
  - Develop a report that summarizes research findings and includes recommendations for funders especially UAF
  - Support the articulation of a grantmaking strategy that strengthens women's and trans' leadership in disability justice movements and is responsive to the collective care and protection needs of women and trans frontline defenders.
  - Share findings with the UAF team and study participants
  - Support communications team or consultant(s) in the development of communications product(s) for external dissemination of research findings

**Required qualifications:**

- 4 or more years of experience in knowledge generation and research with a track record of developing written research products
- Deep knowledge of disability justice issues and a commitment to and experience with feminist research principles/approaches Excellent written and communication skills in English (required), Arabic, Russian, Serbo-croatian, Kiurdish, Farsi, Turkish (a plus)
- Experience working with feminist and social justice movements; strong relationships with feminist and/or disability justice activists in one or more of the regions of focus preferred
- Exceptional attention to detail and project management and organizational skills
- Demonstrated ability to prioritize tasks and work well under pressure
- Demonstrated cross-cultural sensitivity and experience working across diverse communities and groups
- Resourcefulness and the ability to problem-solve
- Flexible and willing to assume a range of unanticipated tasks
- Tech Savvy

**Timeline:**

**Project to be implemented by** December 2022

**Length of Contract:** July-December

**Budget:** 20-25K; The Consultant is an independent contractor and is not an employee of Urgent Action Fund. The consultant shall not be eligible for any benefits paid or otherwise afforded to employees of Urgent Action Fund.

Given the nature of this research, and our belief that women, gender non-conforming, and trans people with disabilities should be at the fore of this particular project's content creation and discussions, we value lived experiences that are connected to the communities centred in this project. Hence, we strongly encourage applications from women, gender non-conforming, and trans people with disabilities.

**To Apply:**

Please submit:

- 1-2 examples of a landscape analysis/needs assessment that you have done
- A two-page proposal summarizing your approach to the work and a proposed timeline;
- At least three professional references
- A resume and a brief (one page max) cover letter that includes: your experience in and understanding of disability justice, research qualifications for this work; and daily rate

Email [consultants@urgentactionfund.org](mailto:consultants@urgentactionfund.org) with "Disability Justice Mapping Consultant YOUR NAME" in the subject heading. Urgent Action Fund is an equal opportunity employer that does not discriminate in its hiring practices and, in order to build the strongest possible workforce, actively seeks a diverse applicant pool. No relocation costs will be covered for this position.