

# URGENT ACTION FUND

## FOR WOMEN'S HUMAN RIGHTS

### Call for Consultant to Facilitate a Transnational Convening of Black Intersectional Feminists

#### About Urgent Action Fund:

Urgent Action Fund for Women's Human Rights (UAF) is a feminist fund that protects, strengthens and sustains women 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.

Urgent Action Fund builds the resilience of women's rights and LGBT rights movements in three ways:

- **Rapid Response Grantmaking:** We award rapid response grants to women and transgender human rights defenders in Central Asia, the Middle East, Western and Eastern Europe, the South Caucasus, Russia, Turkey, the United States, and Canada. Activists apply for grants of up to \$8,000 USD in any language on any day of the year and are guaranteed a response within 72 hours.
- **Advocacy & Alliance Building:** We leverage the power we have as a funder to advocate for women and transgender human rights defenders.
- **Global Consortium of Urgent Action Funds:** We are one of four Urgent Action Funds. Together with our sister funds: Urgent Action Fund - Africa, Urgent Action Fund - Latin America, and Urgent Action Fund - Asia Pacific we collectively support gender justice and human rights movements globally.

#### General Overview:

Inequities rooted in the legacy of colonialism, within a multiplicity of oppressions illustrate how critical it is to center intersectional feminist anti-racist activists. In this context, Urgent Action Fund (UAF) is planning to organize a virtual Transnational Black Feminist Leaders Convening of intersectional feminist anti-racist activists in France, the US, and Lebanon where anti-Black racism is a serious problem and Black/Afro feminist leaders are especially likely to be targeted and marginalized both because of who they are and because of what they do.

Globally, Black feminist activists are leading transformational change and are on the front lines of movements for liberation and justice, yet they remain critically under-resourced and embattled. To address these challenges, UAF will be creating a space in which activists from different regions working at the intersection of gender justice, Black liberation, and other movements for social justice can connect, learn from one another, share organizing strategies, and develop collective solidarity networks and actions.

The convening will be developed by three facilitator organizations from the three countries, with the help of a consultant who will coordinate content development and act as a thought partner to the three facilitators for the conceptualization and implementation of the convening. Our overall goal is to support the resilience and transformational work of activists, organizations, networks, and movements addressing anti-Black racism and other forms of racial oppression so that they thrive and succeed in changing laws, policies, and social norms to realize equity, peace, and justice for their communities in conversation with other parts of the Black diaspora around the world. To mitigate any risks associated with the COVID-19 pandemic, we plan to organize the convening virtually.

### **Scope of Work:**

Key Objectives of Consultant:

- Help facilitators create agenda and content of the convening, as well as support the facilitators in implementation of the convening
- Deepen relationships by supporting the creation of processes and/or mechanisms that center around decision making and content creation and providing resources as well as support to help facilitators achieve more cohesiveness and unity towards shared convening vision and priorities.
- Foster a learning culture that explicitly integrates political and movement trends and analysis to deepen understanding, awareness and engagement to support each organization in its facilitation role. This includes creating space and dialogue to strengthen shared/collective understanding and use of a racial equity and intersectional feminist lens.
- Ensure alignment of convening values with UAF values and practices as well as facilitators/participants' values and practices
- Strengthen a culture that practices collective and self-care and well-being, along with a deepened awareness of activists' trauma that may impact the development of the convening.

### **Desired Outcomes**

1. Cohesion and better alignment of facilitators towards a shared vision and priorities for the convening
2. Facilitators have deeper analysis, shared definitions and vocabulary, skills as well as know the processes/mechanisms that can support and contribute to the following:
  - a. Understanding of each other's experiences
  - b. Support for each other in the convening space
3. Creation of a safe space in which activists can connect, learn from one another, share organizing strategies, develop collective solidarity networks and actions, and strengthen a culture that reinforces collective and self-care and wellbeing.

**The Consultant/Facilitator will carry out the following activities:**

1. Meet with UAF for a brief on the project then repeatedly meet with the facilitators for development of the content and structure of the convening
2. Meet with facilitators individually to identify and assess their priorities, bandwidth, and time availability
3. Help to develop and refine a work plan to ensure that the convening is implemented by early July
4. Coordinate the development of a convening **vision** that is grounded in the values and priority areas of focus of the convening and its stakeholders
5. Plan for and keep record of facilitator meeting agendas and notes
6. Guide facilitators' learning process to have shared understanding of words/terminology/language and political frameworks related to feminism, social justice, activism, collective and self care/well being in practice, intersectionality, etc. We hope this will result in strengthened communications, as well as build trust and understanding in preparation for the convening.
7. Coordinate development of participants list and facilitate invitations process
8. Support UAF's staff in implementing the convening online as informed by facilitators' discussions
9. Design and facilitate a process for facilitators to identify learning opportunities for future convenings

**Required Qualifications:**

- Committed to feminist principles/approach on facilitation
- English required, French and Arabic a plus
- Experience working with feminist movements
- Bachelor's degree in related field or equal experience
- Excellent written and oral communications skills
- Experience with event content co-creation and facilitation
- Exceptional attention to detail and organizational skills
- Demonstrated ability to prioritize tasks and work well under pressure
- Demonstrated appreciation and respect for diversity
- 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

**Length of Contract:** June-December

**Budget:** \$10-15K; 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 convening, and our belief that Black women, trans and non-binary people 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 Black women, trans and non-binary people.

**To Apply**

Please submit a brief (one page max) cover letter and resume to: [consultants@urgentactionfund.org](mailto:consultants@urgentactionfund.org). Please write “Black Feminist Convening 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.