

URGENT ACTION FUND

FOR WOMEN'S HUMAN RIGHTS

Contractor Scope of Work: Mapping collective care infrastructures in the Balkans, Caucasus and United States

About Urgent Action Fund (UAF) Centered on a groundbreaking model of rapid response grantmaking, Urgent Action Fund for Women's Human Rights (UAF) supports the urgent needs of courageous women, trans and gender non-conforming human rights defenders (WHRDs*) around the world in times of crisis and opportunities. Our model protects and advances the civil, political, and social rights of women and LGBTI people, and invests in the resilience of social justice movements, including environmental, feminist, indigenous, land rights, youth, and LGBTI movements. Founded in 1997, Urgent Action Fund has grown from a single organization into a network of four independent Sister Funds that collectively support frontline women's rights activists around the world. With annual revenue of US \$7 million, UAF's work within this network centers on support for activists and social movements in the Middle East, the Caucasus, Europe, Central Asia, the United States and Canada.

Background and Consultancy Scope

In 2007, UAF WHR published [What's the Point of Revolution if We Can't Dance?](#), a groundbreaking collection of testimonies from more than 100 activists from around the world about the sustainability of their activism. Women activists shared their experiences and reflections about their fears, traumas, hopes, exhaustion, pain, burnout and funding challenges, while also offering important recommendations as to what was needed to ensure better resourcing of women's movements. The publication played a critical role in the development of ideas on sustaining the activism of defenders and helped to draw attention to this critical issue in funding and activist circles alike.

Building off of this work, UAF-WHR is seeking a consultancy to conduct a mapping/landscape analysis of healing justice, collective care and protection infrastructures in the 1) United States and in 2) the Balkans and Caucasus. The mapping will document and analyze the historical, socio-cultural and political contexts that shape the lived realities of activists and women, trans and non-binary defenders, and lift up WHRDs and their communities' needs, priorities and strategies toward securing their long-term collective wellbeing and safety. With the findings, UAF-WHR seeks to identify, strengthen, and resource existing and emergent healing, collective care and protection initiatives in each region. The mapping will also inform UAF-WHR's organizational collective care strategy and the fund's approach to grantmaking and advocacy.

UAF would ideally like to work with a transnational team of contractors with expertise in all three focus geographies. However, given the regions' vast political and socio-cultural differences, we encourage consultancies with expertise in either the US or Balkans/Caucasus to apply. Teams and/or individual contractors must be open to collaborating to present the final mapping and in identifying cross-regional synergies. We welcome proposals from individual contractors proposing to work together as a team.

Responsibilities

The contractor will report to Somer Nowak, Senior Collective Care Officer. Location is remote with a willingness to work across multiple time zones. Contractor responsibilities include the following:

- Co-design mapping methodology and assessment tool and draft project implementation work plan and timeline;
- Design data collection tools and data gathering activities with key stakeholders including feminist activists, women, trans and non-binary human rights defenders (WHRDs), healers and healing practitioners, peer donors, and current and previous UAF grantees;
- Analyze data gathered to develop a comprehensive final report that assesses the historical, political and socio-cultural contexts that inform WHRDs' care and protection needs and priorities in each region; emerging strategies and models of care that WHRDs are employing to secure the safety and wellbeing of themselves, their communities and movements long-term; and actionable recommendations for strengthening and bridging gaps within these infrastructures;
- If needed or required, willingness to collaborate with interpreters and/or regional team of contractors to identify cross-regional synergies and present findings.

Deliverables

- Written final report including an executive summary;
- Presentation/deck documenting high-level findings and recommendations;
- Virtual presentation.

Timeline and Budget

Contract duration: January 2023 - July 2023

Budget: \$25,000 - \$30,000

The contractor is not an employee of UAF. The contractor shall not be eligible for any benefits paid or otherwise afforded to employees of UAF.

Experience and Skills

We are seeking a contractor with the following experience and skills:

- previous experience conducting landscape mapping projects;
- demonstrated ability to independently lead, design, and implement projects to completion;
- excellent analytical, research and writing skills, with knowledge and expertise of research design, approaches and implementation;
- subject expertise in any of the following frameworks: healing justice, holistic safety and security, collective care, transformative justice, racial justice and disability justice;
- extensive experience working with feminist/social justice movements in the US, Balkans, or Caucasus, and a commitment to intersectional feminist values and principles;
- strong project management and organizational skills and exceptional attention to detail and follow-through;

- ability to engage with diverse stakeholders and understand multi-cultural contexts;
- resourcefulness and the ability to problem-solve, demonstrated capacity to prioritize tasks and work well under pressure;
- excellent verbal and written English skills required; ability to speak/understand Russian and/or other languages spoken in the Balkans/Caucasus a plus.

How to Apply

To apply, please submit the following materials by EOD Friday, December 9, 2022.

- resume/CV;
- cover letter with your rate;
- two-page proposal summarizing your approach to the work, as well as a timeline;
- examples of previous research, landscape analysis/mapping projects or assessment materials you have developed;
- three professional references (candidates will be notified in advance of any outreach to their references).

Please email the materials to consultants@urgentactionfund.org with "Collective Care Mapping Contractor - [Full Name]" in the subject line. Please submit PDF or Microsoft Word files only, preferably with all materials in one combined file. Resume reviews begin immediately and only applicants selected for an interview will be contacted. No phone calls please.