

Terms of Reference

Consultancy: Learning Partner

ILGA-Europe is looking for a consultant (learning partner)

**to support learning in the programme focused on
the work by and for racialised LGBTI communities in Europe**

- **Period of work:** 1 October 2023 – 31 August 2024 (11 months)
- **Total number of hours over 11 months:** 176 hours (hours vary month-by-month)
- **Deadline for application:** 24 September, Sunday, 23:59 CEST
- **Applications (and any questions):** nadzeva@ilga-europe.org

About ILGA-Europe

ILGA-Europe are an independent, international non-governmental umbrella organisation uniting over 700 organisations from 54 countries across Europe and Central Asia. We are part of the wider international ILGA organisation – created in 1978 – but were established as a separate region and an independent legal entity in 1996.

Our role is to enable the work of LGBTI movements and be a connector. We advocate for human rights and equality for LGBTI people in Europe and Central Asia and strengthen LGBTI movements through capacity building programmes. We unite activists with allies. We put institutional actors in touch with the issues we care about. We build strategic partnerships with LGBTI allies in society. We nurture greater alliances between LGBTI and other equality and social justice movements.

We mobilise and move resources, skills and knowledge across our network. We stay on top of what LGBTI activists and organisations in Europe and Central Asia need and prioritise – and use that knowledge to set standards for LGBTI equality and human rights at regional and international levels.

You can read more about our values [here](#).

Working with racialised LGBTI communities

We currently have a new [12-month programme](#) that focuses on **the work being done by and for racialised LGBTI communities in Europe**. The programme runs from 1 June 2023 till 1 June 2024. This programme is part of our [work on socio-economic justice](#).

Why we launched this programme

Currently, the LGBTI movement across Europe operates in an increasingly hostile environment that directly affects the lives of LGBTI communities and the work of activists. This environment is marked by anti-rights opposition, anti-democratic developments, rising unemployment, economic crises, ongoing and brewing geo-political conflicts, deepening structural inequalities, fear-mongering, mounting transphobic, and sexist and racist rhetoric and violence.

In these circumstances, many divisions are imposed and (re)created within LGBTI movements and across different types of activism. At ILGA-Europe, we believe it is of crucial importance to support work that highlights the structural nature of intersectionality, which connects across work, and to recognise how structural oppressions interact to produce specific harms.

So many organisations and groups have been doing incredible work and contributing to change, while at the same time being historically excluded from funding. By supporting the groups working with and for racialised LGBTI communities, we also wish to recognise and acknowledge the specialised knowledge and skills involved in addressing intersectionality. This can mean anything from exposing structural oppressions that shape harm; building and sustaining the resilience of racialised communities; developing and applying anti-racist, feminist and alternative approaches; to working through - and in spite of - institutional violence and trauma.

This programme expresses our commitment to continue our engagement with socio-economic justice and to strengthen our work on anti-racism. We see a great value for the wider movement in making the work of the organisations supported, disseminated and visible. We see an opportunity to bring the learning from this programme to the wider movement, as we believe that solutions and approaches that include a few will pave the way and point to the solutions for many.

About the programme

Under the current programme **we support 10 organisations** who work with and for racialised LGBTI communities in Europe. The organisations come from **8 countries** (Albania, Austria, Belgium, Czech Republic, Germany, Netherlands, France, the UK). All organisations are run by racialised LGBTI people and/or meaningfully and consistently engage racialised LGBTI people in their organisational structure. Our support is designed as a combination of grants for their projects and regular peer learning and networking meetings.

The type of work that organisations are implementing under this programme is diverse and ranging from work with/for refugees in migrants centres, raising awareness about the lived realities of Roma LGBTI communities, self-organising working class racialised LGBTI people living beyond capital cities in a suburban Pride, collaborating with service providers to improve access for racialised queer communities to mental health services, and create safe spaces for racialised trans people accessing health services, to name a few.

The programme is designed to incorporate **a strong learning component** that includes three tiers:

1. the peer-learning amongst the organisations in this programme;
2. learning for the wider LGBTI movement;
3. learning relevant for ILGA-Europe that will inform further work on anti-racism and socio-economic injustice.

We developed the following questions around these three tiers to give direction to the learning work:

1. Peer-learning amongst organisations in the programme

Where do the organisations see interconnections, familiarities and disconnects in: the types of work they each do, the language they use to reflect on their work, ways of working, obstacles and ways of overcoming/working through them? What conditions do they think make it easier for racialised LGBTI groups to work in coalition? What factors keep them apart?

2. Learning for the wider LGBTI movement

What gaps or insufficiencies in LGBTI spaces/movements do the organisations see in mainstream LGBTI organising? How does their work seek to fill those gaps? What understandings of racism and socio-economic inequality are missing from many LGBTI spaces? What work to fight racism could be done by LGBTI organisations (but isn't being done)?

3. Learning relevant for ILGA-Europe

When it comes to racism and socio-economic inequality, what role can be played by organisations who are: connected into LGBTI movement work across many geographies; have access to national decision-making spaces; have a voice within mainstream LGBTI organising; and/or have knowledge, networks and experience with the funding environment for LGBTI activism?

What is the role of the consultant (learning partner)?

We are looking for a consultant (learning partner) who will a) support the Programmes Officer as a learning partner, and b) co-design and carry out the learning component of the programme based on the three learning tiers.

What does this support look like in practical terms?

Key reflection moments and learning activities: 3-5 peer-learning sessions; one in-person meeting of the cohort; regular check-in calls with each individual organisation; consultations with grantees on learning needs and formats; 2-3 reflection moments for ILGA-Europe's team.

The support can look like (but not being limited to):

- Assisting in adjusting learning questions and learning formats of the programme when/if needed (throughout the programme);
- Assisting in designing meaningful consultations with organisations on themes and ways to conduct the peer-learning sessions (throughout the programme);
- Planning activities to bring the learning to the wider LGBTI movement and to ILGA-Europe's team;
- Providing advice and critical questioning during key reflection moments and learning activities;
- Assisting in and/or leading facilitation for the peer-learning sessions (3-5 sessions overall);
- Capturing the cases, conclusions and analysis resulting from the learning activities to inform future work and/ or be shareable in the future;
- Supporting the Programmes Officer in translating the learning from the programme into relevant, meaningful and shareable formats for the wider LGBTI movement (through the programme);

- Thinking through what ILGA-Europe can learn from the implementation of this programme and from the organisations about how to position itself to inform further work on anti-racism and socio-economic injustice (throughout the programme);
- Co-authoring, drafting, designing and/or reviewing the materials prepared by Programmes Officer to share with the wider LGBTI movement and ILGA-Europe's team (towards the end of the programme).

We are looking for someone to start working with us from the first week of October 2023 through to 31 August 2024 (a few months after the programme ends). We expect that this work will be fluid and evolve in the process depending on needs and challenges arising.

The average number of hours per month (from 1 October till 31 August 2024) is 16 hours per month with a total 176 hours distributed across 11 months. The density of work can fluctuate with some months being less busy and others more intense.

Role of ILGA-Europe:

- The main point of contact for the consultant at ILGA-Europe will be the Programmes Officer leading the programme;
- ILGA-Europe will provide background information that the programme is based on;
- ILGA-Europe and consultant will work together on developing a work schedule and set of deliverables throughout October;
- Communication with partner organisations and all the logistics around meetings and reflections points will be the responsibility of Programmes Officer;
- Final decisions on the programmes learning activities, selection of reference materials and written/published learning materials are made by ILGA-Europe.

Profile of consultant

Our ideal candidate:

- Has a proven track record in supporting peer-learning and networking among human rights and/or social justice groups;
- Have a proven track record in supporting participatory learning and building community among groups;

- Has a demonstrated understanding of intersectionality related to racial injustice and socio-economic inequality, and the material and emotional pressure this entails for activists working in and with these realities;
- Has a good understanding of the LGBTI equality agenda and LGBTI activism;
- Is able to communicate clearly and with nuance in English, but with experience of managing intercultural communication;
- Has experience working on multilingual projects, and designing with translation - and power relations - in mind;
- Has knowledge of and a track record of working with the LGBTI movement in Europe.

How to apply?

Please send your application to Nadzeya Husakouskaya, Senior Programmes Officer, at nadzeya@ilga-europe.org by **24 September 2023, Sunday, 23:59 CEST**.

The application needs to include the following:

1. **CV/resume with two references** that are relevant to this application (2 pages max)
2. **A short motivation letter** where you reflect on the following questions (2 pages max):
 - Why are you interested in working with ILGA-Europe and in this programme?
 - What understanding or abilities make you a great candidate for this role?
 - Based on your experience, what challenges do you foresee and how would you want to address these?
 - Based on the ToR, what would a positive outcome look and feel like for you?
3. **A financial offer in the form of a lump sum inclusive of VAT¹**, specifying the fee per hour with VAT (176 hours).

The process:

- If you have any questions while preparing your application/offer, please, reach out to Nadzeya Husakouskaya at nadzeya@ilga-europe.org

¹ Please note that due to ILGA-Europe's VAT status in Belgium, if the consultant would not charge VAT on the invoices issued, ILGA-Europe will be obliged to withhold an equivalent of 21% of value added tax from the invoices for the purposes of payment to the Belgian Tax Office. Please specify in your financial offer if you charge VAT, with what rate (ex. 9% or 21%) and whether the VAT amount is included in the rates you propose.

- You can expect to hear from us about your application by end of day 26 September
- Selected candidates will be invited to a 30-minute online interview on 27-29 September
- The outcomes of the interview will be shared by end of day 2 October
- Successful candidate will be signing the agreement first week of October and will work with ILGA-Europe to develop a work schedule and set of deliverables throughout October 2023
- The consultancy will end on 31 August 2024
- A final report (the format to be discussed with ILGA-Europe) will be due by end of September 2024.