



C2030E Terms of Reference – Decolonisation Action Plan

About Countdown 2030 Europe

[Countdown 2030 Europe](#) (hereafter “the Consortium” or “C2030E”) is a Consortium of 15 leading European non-governmental organizations advocating towards European donors for increased funding and support to Sexual and Reproductive Health and Rights (SRHR), including Family Planning (FP), in international cooperation of 13 European countries and the European Union. The secretariat of the Consortium is hosted by IPPF European Network.

Background information

Building on its deliberate focus to continuous learning and attention to adaptation to ensure enhanced effectiveness and credibility vis a vis European governments and other partners within the SRHR/FP international cooperation sector, the Consortium wants to review its internal functioning within a constantly changing global cooperation sector. It intends therefore to put in place an internal process to reflect on its ways of working, rethinking specifically how the Consortium could address inequities within its SRHR/FP international cooperation work at Consortium and partners’ advocacy level. As a Europe-based Consortium firmly believing in international solidarity with a strong human rights-based and anti-discriminatory approach, it will draw key expertise from its partners, and work with new external stakeholders to develop and agree upon new ways of thinking and make efforts towards integrating decolonial, feminist and inclusion lens in the strategies and approaches of the Consortium. As part of this effort to always improve its work and relevance towards European governments and ensuring a more effective and gender-equal international cooperation sector, the Consortium will hold itself accountable for addressing unequal power relations, including also ensuring a more systematic collaboration with low and middle-income countries (LMIC) partners and researchers by prioritizing the outreach to the ones furthest behind.

The Countdown 2030 Europe Consortium intends to do so through a twofold approach:

1. *Develop and implement an Action Plan 2023-2026 on integrating anti-racist, de-colonial and inclusion lens*

At the beginning of the project, the Consortium will embark on a learning and reflection journey to be intentional in its internal shifts to understand how the criticisms leveled at the wider sector regarding inequitable, post-colonial approaches to ‘development’ may need to be addressed within the Consortium structure/functioning and its partners (including in terms of knowledge about the issue, advocacy priority choices, engagement in advocacy processes & adapted timeframes, messages, strategies, etc.). Such a process will be documented, and lessons learned will be disseminated where relevant.

2. *Strengthened collaboration with LMIC partners and researchers*



The Consortium will make sure to engage more LMIC actors and researchers who are actively working through a decolonial lens, in order to systematically include within its expertise and advocacy messaging the perspectives of the stakeholders who it intends to serve. This will be done through increasingly involving consultants and researchers based in LMIC and working with a decolonial approach, including in studies on impacts of specific donor-funded mechanisms or in specific countries. The Consortium will be intentional to actively address gender gaps and barriers while reaching the ones most marginalised, to ensure their views are captured and shape its advocacy and communications work.

Aims of the consultancy:

- Support in the creation of a Decolonization Action Plan which will span over the course of 3 years (July 2023 – June 2026), with a clear set of objectives and targets, as well as indicators for measuring progress towards them (in 2024 and 2026).
- Advise on the implementation of the such Action Plan, including through sharing relevant resources, stakeholders specifically working on different aspects of decolonisation and proposing capacity building opportunities.

Tasks:

1. *Review and Consultation:* Get familiar with the work of the Consortium (to better understand which type of work it does – composed by Europe-based NGOs engaging in advocacy and campaigning/communications towards European donor governments) and review the areas (both internal-facing and external-facing) where the Consortium feels it needs improvement around its approach to decolonization including:
 - i. reflection and (un)learning
 - ii. system critique
 - iii. new partnerships
 - iv. accountability
 - v. advocacy messages
 - vi. language and imagery
 - vii. learning from other organisations

This should include an interview with the IPPF EN Secretariat staff and members of the C2030E Decolonisation Task Force, as well as consultation of written/recorded material provided (see below) (**2 days**);

2. *Draft the Action Plan:* Draft and submit an Action Plan on decolonization based on the needs expressed by the Consortium and the aforementioned areas of interest, as well as on the expertise of the consultant. This must be both actionable and measurable and must therefore include:
 - i. a clear set of SMART objectives
 - ii. specific targets
 - iii. list of indicators for monitoring and evaluating progress towards them (mid-term evaluation and final evaluation)



- iv. suggested concrete activities and / or approaches to achieve the set objectives over the course of 3 years (July 2023 - June 2026)
- v. suggested stakeholders / resources available to achieve the set objectives (materials already gathered by the Consortium as well as internal partners expertise will be shared with the consultant to be complemented).

Present the first draft of the Action Plan to the Decolonisation Task Force for input and feedback, and incorporate such feedback (**4 days**).

Deliverables:

- 3-year Action Plan with objectives, targets and indicators for M&E (with mid-term and final evaluations foreseen in 2024 and 2026).
- Suggested list of activities/approaches, stakeholders and resources available to achieve these objectives.

Timeline:

Work should be finalized mid-June at the latest, but preferably by the end of May 2023.

Material available for consultant:

- List of (internal-facing and external-facing) areas where the Consortium would like to ensure to apply decolonization lens
- List of resources gathered by partners on decolonization for international cooperation organisations
- List of consultants / NGOs who support decolonisation of organisations
- List of decolonization areas of expertise of Consortium partners
- Recording of the peer-to-peer experience sharing session conducted by the Decolonisation working group

Skills and qualifications:

- Expertise in decolonization and anti-racism approaches for Europe-based INGOs
- Knowledge of sexual and reproductive health and rights, particularly in international cooperation
- Experience in working with organisations focused on advocacy and communications for international cooperation (main target being European donor governments)
- Previous track-record and experience in supporting international cooperation organisations in their journey towards decolonization
- Proven experience in drafting action plans and setting up M&E tools for their implementation
- Active listener and strong diplomatic and interpersonal skills
- Ability to work in English



Supervision

The consultants will report to and work in close collaboration with the Countdown 2030 Europe Secretariat at IPPF EN: Chiara Cosentino, Coordinator (ccosentino@ippf.org).

Application Procedure

Please send a CV outlining relevant expertise and an offer including suggested number of days, distribution to the different tasks and budget proposal by **Monday 24th of April EOB** to Chiara Cosentino (ccosentino@ippf.org).