Terms of Reference: DRN Social Justice Values Consultancy

Dec 2024

The [Global Network for Social Justice and Digital Resilience](#) (DRN) is looking for an experienced consultant to work with the Network in 2025 in order to develop a common ground of practice that brings together all the lessons, good practices and policies that members have established in relation to their social justice values.

Background of the Network:

Founded in 2021, the DRN seeks to strengthen its members' tech capacity by promoting cross regional learnings aimed at identifying trends and therefore be better equipped to anticipate, respond, recover, adapt, create and benefit from technology related risks, incidents and developments. The primary source of learning and value is the accumulation of the Network members' experience as organizations of the global majority. The work of the DRN aims to diversify knowledge and build critical thinking rooted in their own expertise and contexts while upholding and putting in practice its social justice values: equity, diversity and inclusion; privileging feminist principles and perspectives and recognizing and fighting against patriarchal and male-centric paradigms; embracing anti-racist and anti-colonial principles and actions; and confronting and deconstructing able-ism.

Purpose of the consultancy:

The DRN members have diverse practices and different levels of formalization regarding their approach to the social justice values that are core to the network's identity. The purpose of the consultancy is to develop a common ground of practice that brings together all the lessons, good practices and policies that the members have established at their individual level.

Specific objectives:

1. Conduct an assessment / mapping with 10 member organizations to better understand how Network members view and practice the DRN social justice values of equity, diversity, and inclusion; feminism; anti-racism and anti-colonial principles and actions; accessibility and anti-ableism (policies and practices within organizations).
2. Explore different Network projects and initiatives and facilitate the process of identifying how to operationalize the values into the projects and initiatives with a special emphasis on anti-ableism.
3. Identify how values are being expressed in the Network's activities, relationships, practices, and culture.

Outcomes:

- The Network has a general map where the member organizations are positioned in terms of all the values (strengths, prioritizations, and gaps/needs).
- The Network members have clear examples and actionable recommendations on how the values (emphasizing anti-ableism) can be operationalized in our Network initiatives and projects.
- The Network has a unified narrative about the social justice values, and how they are put in practice in our projects and initiatives.

Methodology:

To be decided by the consultant. The Network is open to participatory methods including, potentially: light informal conversations, focus groups and online surveys.

Details about the objectives:

For this work, the Network is working under a three-part framework. This framework looks at:

1. The organization level: How does each DRN member organization understand the social justice values, and what actions are they taking? (protocols/policies, documented practices, experience, etc.).
2. The Network level: How can the Network promote these social justice values as a group, in its projects, work streams and activities?
3. The ecosystem level: How can the Network contribute to a more inclusive and just digital resilience ecosystem? How does the Network want to promote these values externally?

This consultancy will focus on the first two levels.

Deliverables:

1. The assessment/mapping of member organizations' policies and practices.
2. An internal report synthesizing the summary of the assessment/mapping.
3. A mid-term synthesis/summary of the work to share with the Values Committee ahead of a Network convening.
4. A guide that outlines both examples and actionable recommendations that the Network members can use as a baseline to operationalize the social justice values within the DRN initiatives and projects, with a special focus on anti-ableism.
5. Two to four online knowledge / info sharing sessions (this will depend on needs identified during the consultancy) with Network members.

Qualifications and Experience:

The Network seeks proposals from consultants who come from the global majority. We encourage persons from traditionally marginalized communities, women of colour, persons with disabilities and others to apply.

We are looking for an individual or team with the following qualifications:

- At least 5-8 years of overall work experience
- Strong understanding of social justice frameworks, especially in the context of human rights and digital rights.
- Proven experience conducting assessments or research related to social justice, organizational change, or equity and inclusion initiatives.

- Experience working with nonprofit organizations, particularly in digital rights, human rights, or civil society sectors.
- Expertise in qualitative research methodologies, including interviews, focus groups, and document analysis.
- Excellent writing and communication skills, with the ability to produce clear, actionable reports.
- A track record of producing high-quality analytical work within tight timelines.
- Ability to work independently and manage relationships with multiple stakeholders.

Desired qualifications:

- Experience in monitoring and evaluation.
- Familiarity with digital rights issues such as freedom of expression, digital resilience, privacy, surveillance among others.
- Understanding of global and regional social justice challenges, especially in underrepresented or marginalized communities.
- Language skills in a language other than English (Spanish, Arabic, etc.).

Application Process:

Interested candidates should submit a CV and a short (1-2 pages maximum) expression of interest letter outlining briefly how your experience meets the requirements of the work and how you would approach this consultancy.

Deadline for submitting expressions of interest: <mark>Dec 20, 2024 by 2pm UTC.</mark>

Please send expressions of interest to: **applications@digitalresilience.network** with the Subject line: "Expression of interest: DRN social justice values consultancy".

Selected candidates will then be invited to submit a full proposal (up to six pages) that includes the following:

- A cover letter explaining your experience and approach to the assessment. Share any previous similar work that you have conducted and your process for doing it.
- Share any publicly available reports of previous similar work done.
- Full CV(s) or resume(s) of key personnel involved in the project.
- A brief proposal outlining your methodology for conducting the assessment as well as a budget overview and a timeline for the project.
- Two (2) references from similar projects or assessments previously conducted (we will notify you before we reach out to the references).

Timeline and Budget:

We estimate the consultancy will involve approximately 30 days of work over a six to eight month period. To commence February/March 2025, completion by mid-year 2025. The consultancy fee will be agreed based on final deliverables.