

Are you interested in advancing the rights of women, girls, and non-binary people living with disabilities through sport?

ABOUT WOMEN WIN

Founded in 2007, [Women Win \(WW\)](#) is a global multi-dimensional women's fund guided by the vision of a future where every girl and woman* exercises their rights. WW collaborates with diverse partners to increase the assets, access, voice, and agency of women and girls around the world. Our work focuses on investing in and providing support for a diverse global portfolio of partners. We also aim to influence a wide range of cross-sector stakeholders and broker unusual partnerships. Women Win works to advance girls' and women's rights amidst the scarce resources currently available for feminist movements.

Our programmatic work is distributed across three "Brands" which all serve WW's overall vision, but each with their own unique mission:

- [GRLS](#): Advance the playing field that progresses gender equity in sport & through play;
- [Win-Win Strategies](#): Build bridges to advance girl's and women's economic resilience through impactful partnerships and holistic approaches.
- [Ignita](#): Resource feminist initiatives, activists and movements to drive change on their own terms by offering a safe and responsive infrastructure.

WW's work is also supported by:

- our **Finance and Operations** team which delivers outstanding back of the house services that are pivotal in driving our strategy and growth;
- our **Learn** team which drives learning, innovation and knowledge management;
- our **Influence** team which focuses on resource mobilisation, thought leadership and communications coordination across the organisation.
- our **People & Culture** team which focuses on Women Win's values and leadership ethos to create and maintain a unique and fun working environment and sustain a diverse, thriving team.

ABOUT THE ONSIDE FUND

Situated in the GRLS Brand, [ONSIDE](#) is a pooled fund managed by Women Win that supports feminist organising and movements that leverage sports to advance gender justice. Through ONSIDE, groups, organisations and individuals access unrestricted funding to support girls, women, and non-binary people in exercising their right to play, thus advancing gender justice in sport at all levels, from the grassroots to the global. To date, ONSIDE has supported 94 groups, collectives, social enterprises, and individuals from 55 countries, advancing gender justice in

physical and digital spaces. This includes grantees from the first call for proposals as well as those supported through the sub-funds ONSIDE MENA and ONSIDE Gaming.

The ONSIDE Fund is committed to participatory and equitable approaches to decision-making, grant-making, and learning, and welcomes diverse voices from across sectors, geographies, languages, and backgrounds. The fund aims to shift power to and share decision-making with girls and young women who are of the movement and have deep expertise in their own contexts and lived realities. Using multiple collective decision-making mechanisms, such as Advisory Committees and Regional Peer Review Panels, the ONSIDE Fund seeks to drive collective action and work to democratise philanthropy. Participatory grant-making processes will shift power directly into the hands of the girls, women, and non-binary people from the movement who will make decisions about the use of ONSIDE funding in their regions or areas of expertise.

POSITION OUTLINE AND SCOPE

Over the past three years, the ONSIDE Fund has worked closely with our grantees and partners to identify the biggest gaps in resources and which communities are the most underrepresented in the funding landscape. What we have learned is that disability justice work through and in sport and play is both expensive and severely underfunded. The need for support is even more urgent for initiatives that centre the experiences of girls, women, and non-binary people with disabilities. To address this gap, the ONSIDE Fund will open up a new call for proposals in 2024 that will include a focus on groups and organisations working at the intersection of gender and disability justice in and through sport and play.

Therefore, in order to be intentional about how WW designs and delivers a new call for proposals focused on gender and disability justice in and through sport and play, we are seeking technical expertise. The consultant(s) will;

- contribute to the development of an outreach and grantmaking strategy focused on gender and disability justice through sport in the context of a new call for proposals.
- input on how we can improve our internal Fund operations (shared governance, grant-making processes, platforms and tools) to be more meaningful and inclusive of individuals with disabilities.

The consultant will be expected to produce the following:

A. Landscape analysis on disability justice in and through sport

- Deliverable 1: **Deliver a key insights and learning report** on the current situation of girls, women, and non-binary people with disabilities and sport.

- Deliverable 2: Based on this insights and learning report, provide concrete input into **an outreach and grantmaking strategy that supports the direction of a new ONSIDE Fund call for proposals**, focused on disability justice in and through sport.

B. Review of the ONSIDE's Fund current shared governance, grant-making processes, platforms and tools

- Deliverable 3: **Deliver a report that consolidates key insights and concrete recommendations** for disability justice adaptations to existing shared governance and grant-making platforms, processes and tools.

The consultant should clearly outline how they will deliver on these deliverables through desk research, internal and external consultations and interviews, and any other means. The exact format and length of the reports can be agreed upon with the consultant and WW.

It is an expectation that the consultant is comfortable in engaging in multiple spaces and sectors, in order to gather information and create solid recommendations for the ONSIDE Fund. These spaces and sectors could include the sport for development sector, sport industry, feminist spaces, and within the disability justice and movement.

TECHNICAL REQUIREMENTS

- Provide technical expertise on the context and needs of girls, women, and non-binary people with disabilities' rights in regions where the ONSIDE Fund operates.¹
- Have access to or can access a diverse network of stakeholders, at the intersection of sport, women's rights and feminism.
- Experience with or understanding of grantmaking / participatory grant-making mechanisms processes and systems;
- Experience facilitating in-person and virtual activities, particularly with cross cultural and multi-lingual groups.

KNOWLEDGE AND EXPERIENCE

It is requirement of this consultancy that the applicant(s) have:

- Lived experience as a woman and/or non-binary person with disabilities practicing sport, as a feminist activist and/or an athlete with disabilities in any region where the ONSIDE Fund operates.
- Bachelor or higher education in international development, social sciences, sport for development sector, human rights.

¹ The regions where the Fund operates include Americas and the Caribbean, Europe and Central Asia, Middle East and North Africa, Sub-Saharan Africa, and Asia and the Pacific.

- Commitment to girls, women, and non-binary people with disabilities' rights through sports and play.
- Fluency in English; additional languages such as Spanish, French or Arabic a plus.
- Ability to work independently and with a global team.
- Sound project management skills.
- Proficient with time management.
- Excellent detail orientation.

TERMS OF THE CONSULTANCY

- **Location:** Remote but will be working mostly in the Central European Summer time zone.
- **Timeline:** Estimated time for the consultancy is 30 days (minimum of 4 days per week). This consultancy would start mid-August to mid-September.
- **Day Rate:** The day rate range for this consultancy is between €300 to €450 inclusive of all taxes and depending on experience.
- Consultants are expected to have the necessary authorisations to work as an independent contractor in their country of residence.

HOW TO APPLY?

Women Win welcomes applications from individual consultants, a team of individuals or an organisation who meet the requirements of this opportunity, and who can deliver on all of the deliverables. If you are applying as a team of individuals, it is expected that this team is already identified and included in the Expression of Interest.

Interested applicants are encouraged to apply as soon as possible, no later than August 6, 2024. Please note that the WW office is closed from the 29th of July, returning on August 5th 2024. Even though the WW team will not be available to answer questions during that time, please continue with your application and include any questions you have along with your submission.

Please submit the following to onside@womenwin.org with "ONSIDE Disability Justice Consultant" in the subject line.

- An Expression of Interest that:
 - clearly outlines the methodology and tasks that you will undertake to successfully deliver on the deliverables;
 - showcases how your knowledge, experience and skills (as an individual, collective, team or organisation) fit this profile;
 - states your daily rate, timeline of work and availability to start.
- Resume/CV in English of all key individuals involved.

Notes

Women Win strives to be a diverse and inclusive organisation. For us, this translates to creating an environment where everyone can bring their authentic selves to work and make it easy for others to do the same. We encourage applicants with diverse backgrounds and experiences to apply.

When we collect your personal information as part of an application or offer of employment or consultancy, we do so in accordance with industry standards and best practices and in compliance with applicable privacy laws. WW is committed to offering reasonable accommodations to applicants with disabilities. If you need assistance or an accommodation due to a disability, please contact us at hr@womenwin.org.