

Terms of Reference

General Information

Position: Consultant to provide **Sensitivity Training programs for Feminist Organizations in Morocco**

Publishing Date: 25/10/2024
Deadline: 10/11/2025

Location: Tangier, Morocco

Background :

The Middle East and North Africa Network of People Who Use Drugs (MENANPUD) is a community network of people who use drugs (or have been using drugs) in the Middle East and North Africa (MENA) region.

MENANPUD is a regional network aiming to:

- Raise the voice of people who use or used drugs and enable them to defend their rights.
- Advocate for Harm Reduction services and spread awareness about related issues.
- Unify the efforts of People who use drugs in the Middle East and North Africa region and combat discrimination.

AKALIYAT is an association that serves as an organization for the LGBTQI+ community, focusing on advocating for their rights, providing support, and fostering inclusivity within society. The organization's mission includes addressing challenges faced by LGBTQI+ individuals, particularly in contexts where they may encounter discrimination or lack of protection due to their sexual orientation or gender identity.

Summary of key tasks

MENANPUD, AKALIYAT, & LIQAAT is seeking a consultant to design and implement sensitivity training programs tailored specifically for feminist organizations operating in Morocco. These programs will focus on enhancing the understanding, empathy, and inclusivity of participants towards various gender identities, intersecting oppressions, and marginalized communities. The consultant will work on achieving the project's objectives through executing the below detailed duties and essential functions.

Duties and Essential functions

Work on achieving the activities Objectives:

- Enhance awareness and understanding of feminist organizations in Morocco regarding intersectional feminism and its relevance to their work.
- Promote empathy, inclusivity, and cultural sensitivity within feminist organizations towards diverse gender identities and lived experiences.

- Strengthen the capacity of feminist organizations to effectively address intersecting forms of oppression and discrimination faced by marginalized communities.

The above are achieved via the execution of the below duties and functions:

- Revise pre-existing assessments to identify the specific training needs and priorities of feminist organizations in Morocco.
- Develop sensitivity training modules tailored for feminist organizations in Morocco.
- Create programmatic materials, case studies, and training resources incorporating best and safe practices in sensitivity training, intersectional feminism, and inclusive pedagogy.
- Coordinate and oversee the delivery of training programs using participatory and interactive methods.
- Ensures a safe and inclusive learning environment that encourages open dialogue, reflection, and peer learning.
- Connect with local feminist organizations, civil society actors, and marginalized communities.
- Collaborate with partners to co-design and co-facilitate the training programs (*integrating their feedback and insights*).
- Establish and implement a monitoring and evaluation framework to track the progress and impact of the training programs.
- Collect and analyze feedback from participants, trainers, and stakeholders as part of the M&E framework.
- Integrate feedback to inform continuous improvement and adaptation of training programs (*to be included clearly in the final report*)
- Document the outcomes, lessons learned, and best practices from the training programs.
- Prepare and disseminate evaluation reports for each workshop, documenting outcomes, lessons learned, and recommendations for future interventions.
- Share findings through reports, case studies, and knowledge-sharing events to contribute to the broader discourse on gender equality and social justice.
- Develop a customized curriculum based on the identified needs and priorities.
- Safely disseminate findings through various platforms and events to promote knowledge sharing in coordination with local partners
- Touch base with the focal point on logistics for the series of workshops, ensuring participation of a diverse group of participants.
- Support in managing schedules, venues, and other logistical details to ensure smooth execution of training programs.
- Meet with implementing partners as required and needed.

Deliverables

- Developed and tailored training modules for feminist organizations in Morocco, including presentation slides, handouts, and case studies.

- Comprehensive set of educational materials and resources used during the training sessions.
- Execution of a series of workshops, including detailed agendas, attendance records, and session summaries.
- Detailed evaluation reports for each workshop, documenting outcomes, participant feedback, and recommendations for future improvements.
- Summarized feedback from workshop participants, trainers, and stakeholders.
- Documented framework and tools used for monitoring and evaluating the training programs.
- A final report summarizing all activities, outcomes, lessons learned, and recommendations for future initiatives.

COMPETENCIES

- Advanced University degree in Social Sciences or Psychology or Political sciences
- At least 4-7 or more years of progressively relevant experience in the context of developing countries.
- Experience on issues related to public health, human rights, harm reduction and People Who Use Drugs.
- Strong background in gender studies, with a deep understanding of intersectional feminism and inclusive pedagogy.
- Proven experience in designing and delivering sensitivity training programs.
- Skilled in using participatory and interactive training methods.
- High level of cultural sensitivity and empathy towards diverse gender identities and lived experiences.
- Ability to create a safe and inclusive learning environment.
- Excellent organizational and project management skills.
- Ability to coordinate multiple activities and stakeholders efficiently.
- Strong networking and relationship-building skills.
- Proficiency in developing and implementing monitoring and evaluation frameworks.
- Ability to analyze feedback and data to inform continuous improvement.
- Strong verbal and written communication skills.
- Ability to convey complex concepts in a clear and accessible manner.
- Ability to critically assess training needs and tailor programs accordingly.
- Strong problem-solving skills and adaptability.
- Experience in documenting project outcomes, lessons learned, and best practices.
- Ability to prepare comprehensive reports and knowledge-sharing materials.
- Skills in enhancing awareness and understanding of intersectional feminism.
- Ability to promote empathy, inclusivity, and cultural sensitivity within organizations.

LANGUAGES

- Fluency in English, both written and spoken, is required.
- Proficiency in Arabic and in French is highly desirable.

