



Request for Proposal

Title: Gender and Social Inclusion Consultant – Pacific Region

Consultant Contracts: 6 Months part-time consultancy (with potential extensions)

Estimated Budget: \$10,000 - \$20,000 USD

Submission Deadline: April 10, 2025

Anticipated Start: May 2025

About UUSC: The Unitarian Universalist Service Committee (UUSC) is a nonprofit, nonsectarian organization advancing human rights together with an international community of grassroots partners and advocates. We focus our work on intersecting roots of injustice to defend rights at risk due to criminalization and systemic oppression of people based on their identity. We support self-determination and defend the rights of people displaced due to climate, conflict or economic hardships; and we respond to humanitarian crises as partners with people whose access to aid is most limited. Striving to center the voices of people most affected by injustice, UUSC creates eye-to-eye relationships with frontline grassroots movements across the world that support marginalized communities in determining their steps for the future.

Our Mission: UUSC advances human rights and social justice around the world, partnering with those who confront unjust power structures and mobilizing to challenge oppressive policies. Our work is grounded in the belief that all people have inherent power and dignity.

Scope of Work:

This consultancy will support UUSC's project on Advancing Non-Economic Loss & Damage (NELD) Solutions Across the Pacific. For more information about this project and the organizations that are a part of it, please review [this website](#). The partnerships seek a consultant with expertise in **gender and intersectionality in the Pacific** to support community partners in understanding culturally relevant gender frameworks and advancing social inclusion in their work.

The consultant will:

Support the partnership and its advocacy by conducting research and sharing information on understandings of and frameworks for gender and intersectionality in the region, including the gendered impacts of climate change. The consultant will provide learning webinars and tools to community partners to support social inclusion and gendered analysis in their work.

Note: After the six-month completion of Phase 1, there may be the possibility of extending the contract to include Phase 2, with an additional timeframe and fee. Phase 2 will entail, as

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needed, providing individualized support to partners across the region to support gender-related needs in their work.

Key Deliverables:

- Webinar(s): Learning webinars with Pacific grassroots partners on gender and gendered impacts of climate, and how to incorporate a gendered lens into partners' project work(s).
- Tools: In collaboration with UUSC's communications team, support the creation of pamphlets, infographics, toolkits, templates, or other aids to explain gendered frameworks and support social inclusion for a community audience. These may include:
 - *Explainers on gender and climate impacts*
 - *Tools or templates to support gendered social inclusion*
 - *Practices for research and data including gathering gendered and intersectional information, including baseline data, data on gender-based violence, gender and ethnicity, etc.*
- Brief: A written brief submitted to UUSC outlining understandings and frameworks for gender and intersectionality in the Pacific, including the gendered impacts of climate change.

Responsibilities:

- Conduct scoping research on gender and intersectionality in the Pacific.
- Conduct research on the gendered impacts of climate change in the Pacific.
- Create a written brief synthesizing findings on these topics.
- Create learning materials on these topics for Pacific partners.
- Lead one or more learning webinars for community partners.
- Periodic meetings with UUSC's team and the Pacific partner organizations as needed.

Required Qualifications:

- Demonstrated experience with community engagement in the Pacific
- Deep knowledge and awareness of Pacific Island cultures
- Expertise in understandings of gender and intersectionality in Pacific contexts
- Familiarity with the gendered impacts of climate change
- Strong written and verbal communications skills

Contract Period: May 2025-October 2025

Guidelines for Submissions & Application Review

Confidentiality: All proposals and responses will be kept confidential throughout the RFP process and afterward. No copies of any RFP response will be shared among respondents.

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Submission Requirements: All proposals must be submitted to Noemi Uribe (nuribe@uusc.org) via email.

Application Guidelines

Proposal: Provide a brief (2-5 page) description about your background, experience, and previous work on gender and climate change in the Pacific.

- If you are applying on behalf of an organization, please include background information for all staff with primary responsibilities.

Sample Work: Please provide 1-3 samples of similar work you have completed. Max 20 pages.

References: Please provide no less than 2 references for whom you or your organization has performed similar work (community organizations preferred). Include name and contact information for each reference.

Fee: Please provide a detailed explanation of your fee structure, including the total best estimate for costs for services. The anticipated budget range is \$10,000-20,000 USD.

Additional considerations: Please include any other information that you feel is relevant to your submission and is not covered elsewhere in this RFP.

Acceptance/Rejection of Submission: UUSC reserves the right to reject any or all responses to this RFP that do not meet the evaluation criteria outlined in this RFP, and to accept any response that meets or exceeds the RFP criteria and is deemed to be in the best interest of UUSC.

Evaluation Criteria

Each proposal will be evaluated by the UUSC selection committee, and all final applicants will be approved by the project partnership.

The criteria used to evaluate each proposal includes:

- Whether the respondents are able to provide services in a way that fulfills the scope of responsibilities
- Whether the respondents meet the minimum required qualifications
- The level of experience the respondent has working with community partners
- Quality and accessibility of sample work product

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