

Consultant to perform a participatory GESI audit of the Sanitation Learning Hub

A. Background:

The [Sanitation Learning Hub](#) has for over 10 years supported organisations working in the sanitation and hygiene sector by creating spaces to reflect, share, and learn from each other, and co-generate answers to emerging questions.

Vision

Everyone has the right to safely managed sanitation and hygiene. We need to make sure no one is left behind in the drive to end open defecation for good.

Mission

We believe that tackling the complex challenges of achieving safely managed sanitation and hygiene for all requires timely, relevant and actionable learning.

Our approach cuts across organisational and geographical barriers, encouraging honest reflections of what works and what does not outside of people's usual silos.

Our mission is to enable the sector to innovate, adapt and collaborate in a rapidly evolving landscape, feeding learning into policies and practice.

Niche

In such a diverse and challenging sector, it's more vital than ever to use the spaces the Hub creates for reflection and to encourage the co-generation of answers to emerging questions for good quality practice. Our team is sensitive, agile and able to adapt quickly to emerging priorities, identify gaps and expose what is being overlooked.

We build on over a decade of work and longstanding trust and relationships that have developed over this time. Partners and contacts have routinely welcomed our ability to reflect on, digest and disseminate information coming from different organisations and countries.

B. General objective of the assignment:

The SLH is seeking a gender equality and social inclusion (GESI)¹ expert with a good understanding of the WASH sector to perform a GESI audit of the Hub.

The purpose of the assignment is to assess and check the institutionalisation of gender equality and social inclusion, and explore intersectionality, in the SLH, including their organisational culture, projects, activities and outputs. The GESI audit is intended as a participatory process to identify how GESI issues are addressed in the SLH's programming portfolio and internal organizational processes. A participatory methodology is intended to emphasise self-assessment alongside expert analysis, to allow for self-reflection by the SLH staff and selected stakeholders.

It is anticipated that the audit will involve a 3-stage process:

1. The first stage will be the expert's GESI analysis of the Hub, based on interviews with the Hub staff and by reviewing a sample of Hub's research and communications content. This will be done according to a framework or checklist that the consultant has designed for this purpose

¹ Gender and Social Inclusion (GESI) is an approach whereby WASH interventions lead to equal access to, and control over, resources and participation in decision making processes for all, as well as contribute to greater gender equality and social inclusion beyond the WASH sector.

2. The second stage will be designed to help SLH assess their own organisational culture, activities and outputs through a self assessment tool (such as a menti-meter questionnaire or interview questions).
3. The third stage will review the results of the GESI expert's analysis together with staff self-assessment through focus group discussions and planning session(s) with SLH staff in order to design an action plan.

With no standardised GESI audit tool for WASH sector organisations², it will be necessary for one to be elaborated along with the implementation of the GESI audit. The tool will guide the expert review as well as the self-assessment questions and the action planning process. Initially the tool will be developed specifically for auditing SLH's GESI mainstreaming strategies, so it will be structured around SLH's procedures and activities. This tool will then be piloted with the Hub before being revised for more general use by other organisations similarly concerned with auditing their own progress in reaching GESI objectives.

The outcome of the assignment will be a report and action plan that builds on SLH's organisational strengths and outlines initiatives, strategies, processes and guidelines to integrate GESI into weaker areas. The findings will be used as a baseline from which progress in this area can be measured.

C. Activities

Proposed activities include:

- *Inception*: meetings(s) with SLH and delivery of an inception report (including a draft GESI audit tool based on international best practice to facilitate the expert review, staff self-assessment and action planning)
- *Expert analysis*: desk review of a sample of SLH documents/communications and interviews with SLH staff and selected partners/stakeholders
- *Facilitating SLH self assessment* :questionnaire and interviews
- *Action planning*: Prepare and hold a session to present and discuss the expert analysis and self-assessment findings with the SLH and facilitate the Hub staff to develop an Action Plan to inform current and future SLH policies, plans and activities
- *Reporting*: Prepare a 'report' on the audit findings along with an Action Plan. The report is intended for an internal audience (the SLH). The format of the report is negotiable, it could be either a slide deck (e.g. 20 slides) or a short written report (10-15 pages).

D. Timeframe

The assessment should be carried over February, March and April 2021, and should not take more than **25 days**.

E. Deliverables

Deliverables	Deadline
Inception report with a draft audit methodology and tool	February/March 2021
Facilitated workshop with the SLH to develop an action plan	March 2021
Audit report with the action plan for the short, medium- and longer term	April 2021
A final methodology/tool for an external audience interested to conduct an GESI Audit	April 2021

F. Application

To be successful, you will need:

- * Extensive experience of performing gender and/or inclusion audits or evaluations, using participatory approaches.
- * Extensive experience of working on GESI issues, including in the workplace.

² GESI audits have been performed in Nepal

- * Knowledge of decolonisation processes in development and other key GESI debates, developments, policy processes and key actors
- * Ability to research, synthesise information, analyse it and produce reports in accessible formats.
- * Experience of developing and facilitating online meetings, (and using the associated tools).

The deadline for proposals is 19th February. Applications welcome from individuals or small teams. To apply please submit:

- An email introducing yourself and outlining how you would shape the task/process. (max 1000words)
- Budget (including all estimated costs)
- Your CV

Please submit proposals to SLH@ids.ac.uk.