

## Terms of Reference: Consultant: Online Gender-Based Violence Accountability Project

<b>Department</b>	Policy	<b>Contract</b>	4-5 months, estimated 2-3 days/week
<b>Reports to</b>	Director of Policy		
<b>Location</b>	Remote (Coordinate with timezones in US PT and US ET)		
<b>Compensation</b>	Up to \$55,000 USD		

### Overview

As part of the Web Foundation’s commitment to tackle digital inequality, we have created a workstream focused on developing solutions to online gender-based violence and abuse (OGBV).

In the lead up to the UN [Generation Equality Forum](#) (GEF) in July 2021, we ran a series of policy design workshops as a pilot of our new Tech Policy Design Lab(TPDL). The workshops developed [product prototypes](#) that address specific problems underpinning online abuse and harassment, using design thinking that centred the experiences of women online.

On the basis of this collaborative work, the companies involved in the workshops - Facebook, Google, TikTok and Twitter — announced a [bold package of commitments](#) to tackle online abuse and improve women’s safety on their platforms at the UN Generation Equality Forum in Paris.

The next phase of this project will focus on holding companies accountable to these commitments and working with stakeholders to establish standards for sharing data around online gender-based violence. The Web Foundation has been working closely with the UN Women’s Action Coalition to continue the stewardship of relationships with technology companies and ensure that the goals of countering OGBV are part of their ongoing work and stewardship of a relationship with technology companies for consistent, iterative improvements to assure safe conduct for all genders online.

### Key activities and deliverables

#### **Work with Director of Policy to Engage Technology Companies on their OGBV Commitments (Estimate 30%)**

- Engage in follow-on to commitments made at 2021 UN Generation Equality Forum on countering OGBV and work with technology companies to identify progress made, barriers that remain, and planned next steps.

	<ul style="list-style-type: none"> <li>● Identify and engage with additional technology companies that may wish to deliver on commitments but were not prepared in time for 2021 GEF.</li> <li>● Produce a report by the end of June 2022 on progress and activities since the 2021 GEF commitments and anticipated future work.</li> <li>● Support the design of a potential side event at UNGA 2022 for technology companies to share in their commitments.</li> </ul>
	<p><b>Produce proposed plan and way forward on how companies can share data around instances of OGBV (Estimate 20%)</b></p> <ul style="list-style-type: none"> <li>● Develop a strategy for engaging with tech companies on sharing data about instances of OGBV on platforms (e.g., multi-platform convenings or individual company convenings),</li> <li>● Coordinate convenings with key stakeholders (e.g. CSOs, academics) from the Tech Policy Design Lab and tech companies to establish standards to share data about instances of online gender-based violence on company platforms, as well as appropriate processes for publishing the data,</li> <li>● Establish timelines for analysis and sharing of OGBV data’,</li> <li>● Propose how this data can be shared with UN Women GEF Accountability Framework and/or WF Progress Report</li> </ul>
	<p><b>Expand accountability and reach of the Technology Policy Design Lab(TPDL) model (Estimate 20%)</b></p> <ul style="list-style-type: none"> <li>● Commitments made to counter OGBV came out of the process for the Web Foundation pilot TPDL: <a href="https://techlab.webfoundation.org">https://techlab.webfoundation.org</a> now in its second iteration focusing on Deceptive Design and Trusted Design. Assess the existing documented process of how TPDL OGBV came together and advise a model for accountability for the outcomes of TPDL OGBV and future TPDLs.</li> <li>● Share the outcomes of the TPDL OGBV with a network of organizations and individuals that may wish to replicate or build off of for their own work and adapt to regional conditions. Provide a model for tracking the impact of sharing the work.</li> </ul>
	<p><b>Provide expert input on the the design and development of Action Coalition’s Accountability Framework for GEF commitments (Estimate 10%)</b></p> <ul style="list-style-type: none"> <li>● Participate in Technology and Innovation Action Coalition thematic discussions to develop framework and indicators that could be applied to private sector commitments made around OGBV. This will include surveying what accountability frameworks already exist in the status quo and whether they can be leveraged / tweaked, and if not, then understanding their shortcomings to ensure that the framework we develop improves upon those developing: <ul style="list-style-type: none"> <li>○ Indicators and measurement frameworks</li> </ul> </li> </ul>

- Accountability working methods and principles, including defining the role of Action Coalition Leaders and commitment makers
- Accountability tools, including annual work plans for commitment makers Monitor impact and develop stories that reflect the nature of OGBV-related commitments.
- Participate in online consultations”:
  - Discuss concrete measures to assess Action Coalition processes
  - Discuss ways of leveraging existing accountability tools from perspective of OGBV and tech company commitments
- Meet regularly with UN Women and participate in their design sprints by UN Women to provide subject-matter expertise and deeper input into the accountability framework process.

**Assess opportunities in UN Women’s Accountability Framework to develop an outline for a complementary Web Foundation progress report (Estimate 5%)**

- Analyse final Action Coalition Accountability Framework; and develop additional targets and progress indicators for OGBV-specific commitments that the WF has committed to track and report on annually,
- Develop an outline for WF’s supplementary annual report that will track progress of OGBV Generation Equality Commitments,
- Establish timelines for implementation of the commitments with technology companies; and timelines for submitting progress indicators for the report

**Facilitate relationship between UN Women and Tech companies (Estimate 5%)**

- In collaboration with the Director for Policy, facilitate introductions between UN Women and tech company representatives working on implementation of GEF commitments,
- Socialize Action Coalition Accountability Framework development and processes with Tech companies and encourage them to be part of the multistakeholder process
- Engage in meetings with tech companies that may join and make similar commitments,
- Facilitate feedback from tech companies to inform the way forward.
- Identify interim deliverables from the Tech companies in July 2022, one year after initial commitments,
- Work with Action Coalition, Web Foundation, and other stakeholders for a side event at UNGA in September 2022 to share progress and ways forward.

**PLEASE NOTE:** Envisaged activities are recommended activities. The Expert(s) is/are expected to suggest any alternate and/or additional activities they find appropriate in the proposal activities. Funds will be delivered to a prime consultant but proposals from a coalition with varied expertise are also welcome.

**Expected Deliverables:**

- Develop a well written and formatted WF Progress Report on countering OGBV with concrete case studies and good practice from key stakeholders to be determined in collaboration with the Web Foundation's Policy Director (20 pages max)
- Develop a approx 20-slide presentation on countering OGBV with target audience of technology companies
- Documentation of impact stories, and develop communications materials in collaboration with the Web Foundation communications team

**Timeframe**

The consultant is expected to be onboarded by the end of February with a report on the one-year status of the tech companies' meeting their OGBV goals is expected by July 2022. As referenced in the TOR there is potential for sharing more widely at an UNGA side event in September, 2022.

**Consultant/s profile:**

- Extensive experience in accountability approaches and practices with a preference for feminist methodologies and practices
- Experience working for or with the technology sector on operational changes to policies, practices, and behavior
- Experience on how technology policy impacts vulnerable with specific consideration given to gender and the Global South
- Adaptive mentality and creative problem solver
- Excellent understanding of advocacy and policy reform and trends especially in the tech sector
- Excellent analytical skills and policy analysis from an OGBV lens
- Excellent report writing and presentation skills and ability to present ideas in a coherent and creative manner

**Expressions of interest:**

To apply for this consultancy, applicants should submit:

**1) A technical proposal, should contain:**

1. **Name**, phone number and email address.
2. **Project Description**: Your understanding of the Terms of Reference (TOR); the main goals & tasks for this consultancy (2-3 sentences)
3. **Describe your proposed Plan**: This includes approaches, methodology and specific activities (no more than 1 page)
4. **Provide a description of your experience**: Prove an outline of your skills and competencies to undertake this consultancy. Tell us why you are best suited to undertake this project, please include examples of similar work or project that you think demonstrate your ability and skills ( 1 page max)
5. Provide a **financial proposal/budget** for the services in USD matched to a timeline of deliverables

**2) Resume/CV with three (3) professional References** (max 2 pages)

**3) Written sample of similar or other policy research project** (Max 2 pages)

To apply for this opportunity please send your application documents to [job@webfoundation.org](mailto:job@webfoundation.org) , please note in the subject of your email: **OGBV Accountability**

The deadline is **21 February, 2022**

**All proposals will be evaluated against the following criteria:**

- Understanding and adherence to the ToR
- Degree of consultant's demonstrated skills and competencies according to ToR
- Feasibility, coherence and appropriateness of the methodology
- Cost-efficiency of the budget, given the available funds