

Advisor Terms of Reference

Founded in 2011, FRIDA | The Young Feminist Fund is the only youth-led fund focused exclusively on supporting global young feminist activism to advance social justice movements and agendas. FRIDA aims to bring new resources and new opportunities to girls, young women and trans youth globally.

Its Vision is a world where young women, girls and trans* youth are recognized as experts of their own reality, enjoying their human rights and building a more just and sustainable world through collective power and transformative leadership.

To this end, its Mission is to:

- Provide accessible and strategic funding for newly established young feminist-led initiatives through a participatory grantmaking process, that puts funding decision power into the hands of applicants;
- Strengthen the capacity of young feminist organizations to leverage additional resources for their work and enhance their impact, including more skills, information, and networks; and
- Increase commitments of donors and allies to resourcing young feminist activism and their issues, through resource mobilization, knowledge-building, and philanthropic advocacy.

Since its founding, FRIDA has relied on a Global Advisory Committee made up of mostly young feminist activists from all over the world. These Advisors play a key role in the following areas:

- Facilitating FRIDA's annual participatory grantmaking process by conducting outreach, screening applications, reviewing final results, supporting due diligence.
- Supporting grantee partners' capacity development and communication with FRIDA.
- Informing strategy and programmatic decisions in various areas of FRIDA's work through thematic working groups such as Communications, Resource Mobilization, Capacity Development, and Grantmaking
- Informing FRIDA's strategic direction every 5 years.

FRIDA | The Young Feminist Fund is an initiative that mobilizes resources, funds and strengthens the participation and leadership of young feminist activists globally, building stronger alliances between women's and trans rights movements and other social movements to advance human rights and social justice agendas.

Since its founding, FRIDA has relied on a Global Committee of Advisors made up of mostly young feminist activists from all over the world. The FRIDA Advisory community is 59-strong and spans across 43 countries. These Advisors play a key role in the following areas:

- Collaborating in FRIDA’s annual participatory grantmaking process by conducting outreach, screening applications, reviewing final results, and supporting due diligence.
- Supporting grantee partners’ capacity development and communication with FRIDA.
- Informing strategy and programmatic decisions in various areas of FRIDA’s work through thematic working groups such as Communications, Resource Mobilization, Capacity Development, and Grantmaking.
- Informing FRIDA’s regional strategies.

FRIDA relies on its advisors to build a safe space, and to support each other, staff and grantees to critically reflect and build on our combined vision for young feminist organizing globally.

The Global Advisory Committee is currently divided up into the following regions:

- Asia and the Pacific
- Central Eastern Europe and Central and North Asia
- Latin America and the Caribbean
- Middle East and North Africa
- Sub-Saharan Africa

FRIDA recognizes that these regions are not perfectly defined nor straightforward. It has done its best to come up with a practical definition while being flexible and open to ongoing political dialogue. Each Regional Committee is coordinated by two Regional Facilitators that rotate on a regular basis.

A. Scope of Work and Structure:

Advisory Committee membership is voluntary and advisors work together with FRIDA staff. FRIDA will support direct travel costs related to participation in Advisory Committee meetings; and communication costs where necessary and feasible.

Advisors may also sit on different working groups to collaborate with other FRIDA advisors and staff. Current working groups include: Grant making & Capacity Development, Resource Mobilization/Philanthropic Advocacy, Communications and Impact, Learning & Research.

B. Advisor's Responsibilities

1. Core responsibilities and role:

1.1 Grant-making, grantee management support and renewals:

FRIDA Advisors will guide and support FRIDA Team with initial screening of grant applications. Advisors will be expected to comment on applications received based on FRIDA’s core values, funding priorities, and knowledge of regional needs. After group voting process, advisors will

support FRIDA staff with the due diligence stage. This includes asking for further group references in their regions. See annex 1: FRIDA grantmaking.

Advisors will support staff during the grantee renewals, sharing any pertinent information as related to specific cases and are part of the review process (optional) ensuring that at least one advisor from the region is part of the decision making process.

1.2 Support the development of outreach and regional strategies and tools:

FRIDA Advisors participate in developing regional strategies with FRIDA staff, and ensuring there is consultation and input from a wide range of people in the regions.

Advisors will identify and share key spaces, opportunities and spaces for outreach and will provide information on events or advocacy campaigns in their region that can be shared with FRIDA community. Advisors might be also involved and support the dissemination and facilitation of webinars organized by FRIDA staff.

1.3 Communication and community-building:

Advisors will attend quarterly catch-ups with other advisors in the region.

Advisors will also support the FRIDA Team in circulating the call for applications in the region, and actively introducing FRIDA to new communities of young feminists or key strategic allies including women's organisations/funds, donors and/or international women's rights.

1.4 Advisor recruitment and orientation process:

Advisors may also support FRIDA staff in the recruitment of other advisors in their region and make final decision with staff on who will be the new advisors by consensus.

This process includes: review and provide comments on criteria, support the dissemination, review of applications and support (inf available) during the interviews, welcome call and orientation process.

1.5 Accountability

Advisors should every six months, update the assessment tool (sheet develop for and by advisors to communicate how each advisor in the region has been involved in FRIDA's work besides the grantmaking process)

2. Optional responsibilities and roles based on interest areas:

2.1 Participation in Working Groups:

- Capacity Development Working Group;
- FRIDA Security & Selfcare Working Group;
- Resource Mobilization & Communications Working Group;
- Impact, Learning, and Research Working Group.

2.2 Represent FRIDA in core advocacy spaces

2.3 Identifying new grantmaking opportunities. This includes If interested - participate in group to review - can volunteer to do this. Provide advice on design processes.

2.4 Participate in the accompaniment program and/or learning visits for grantee partners

C. Process and selection criteria of Advisors Global Committee:

- FRIDA aims to have and Advisor Global Committee with regional representation in the Global South.
- The selection should be decided via consensus from regional advisors and FRIDA staff and co-directors, subject to responsiveness of advisors within region to through email and or calls. This process includes, open call for new advisors based in region needs (language, outreach, experience in specific topic), review of applications, preselection of candidates, interviews, check for references.
- The term for the advisor is 2 years with possibility of extension and due to a self-assessment and evaluation process.
- Advisors volunteering hours are at least four hours a month on average for FRIDA related activities that support the Regional strategy. This volunteer hours per week are variable according FRIDAs calendar^[2], especially during grantmaking process or the recruitment of new advisors.
- Maintain confidentiality and uphold strong ethics related to conflict of interest by signing FRIDA's Conflict of Interest Policy; especially in regards to reviewing groups that the Advisor may be affiliated with in the past, present, or future; treatment towards all FRIDA community members (fellow advisors, grantee partners, staff, etc); and navigating relationships with donors and potential donors, especially shared donors for FRIDA and/or the advisor and/or grantee partner.

Exit strategy: Advisory committee members and/ or staff can remove advisors if inactive for at least 3 months. All advisors are required to capturing institutional memory via a written reflection and attending an exit interview.

Transition: Former advisors might support a transition process with new advisors, especially from its own country or subregion guaranteeing the health and sustainability of the advisory committee. This transition process should start at least one month before the exit process.

An agreement will be signed between FRIDA and the regional facilitator selected. This agreement may be terminated by FRIDA at any time on written notice to the advisor.

When FRIDA requires support that goes beyond these responsibilities and expectations for specific projects, it will go through other measures to hire consultants to support the work. For example, logistics management for events and significant translation needs.