

FRIDA GLOBAL ADVISORY COMMITTEE | FREQUENTLY ASKED QUESTIONS

Applying to the FRIDA Advisory

Is the advisory position paid?

Advisory Committee membership is voluntary.

How much time does one have to commit to the advisory?

Advisors are required to commit a minimum of four (4) hours a month to advisory related activities. This may differ if they hold a position of a regional co-facilitator (please see below) or if the project or time of year requires a greater or lesser commitment.

What is the role of advisors?

Please see the Advisor Terms of Responsibility for a full description of the role of advisors

<https://drive.google.com/file/d/1JMAKxkZ95uqcvQXydDcOe-qDomYKdI4k/view?usp=sharing>

What are the criteria for somebody to become an advisor in FRIDA?

We are looking for young feminist activists across two broad age categories:

- Young feminist activists aged 13–19 yo to join Advisory Committee as Girl Advisors

- Young feminist activists under 35 years, at the time of application, to join our Advisory Committee
- Three or more years demonstrated commitment to advancing girls, women, trans and intersex youth rights, equality and non-discrimination and feminist movement building
- A good command of the English language is important. However, functional competence in English is acceptable, provided that applications are fluent in at least one other widely spoken language within their region.
- A good command of at least one regional and/or local language is desirable but not mandatory

How long is the advisory contract and is there a possibility to renew

The term for individual advisors is two (2) years with possibility of extension, up to three times, and contingent on honest self-assessment, evaluation and not aging out at any point during their contract with FRIDA.

FRIDA advisors are subject to a six (6) month probationary period where both advisors and FRIDA are able to assess suitability. Should the six (6) month period pass without an expressed desire to void the contractual relationship the ordinary process of renewals and transitions will then apply.

Advisors commit to volunteering an average of at least four (4) hours a month for FRIDA related activities that support FRIDA's vision and mission. The weekly hours are variable according to FRIDA's calendar, especially during busier periods i.e. the grant making process and/or the recruitment of new advisors.

Advisors are expected to communicate periods of unavailability in a timely and clear manner.

For further clarification please review the *Terms of Responsibility*:

https://drive.google.com/open?id=1L5Ww_P4beiTie-rStY5hZuOOTCmrkeoB

I am currently or have been a FRIDA grantee partner, am I able to apply to be part of the advisory committee? How do we deal with conflict of interest?

FRIDA community members often move through different parts of the FRIDA community. We have a *Conflict of Interest Policy* that outlines best practices in this regard:

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Can people from the global North apply to be advisors?

FRIDA is committed to strengthening young feminist movements in the Global South. Therefore FRIDA exclusively recruits from the Global South.

This is not to say that individuals who are recent first generation immigrants (including displaced persons, refugees and/or asylum seekers) from the Global South will not be considered, however they must have proven links to and engagement with young feminist movements in their region and country of origin.

In terms of Europe FRIDA will only consider applications from the Central and Eastern Europe, Caucasus, Central and North Asia Region

I was born in one region the Global South but have lived in multiple regions in the Global South. I currently call a region in the Global North my home. Can I apply to be part of the advisory?

In the instance of [third culture kids](#) we defer to assessment the existing members of the regional advisory with which the applicant most closely identifies with and wishes to apply to.

I just turned 35, am I still able to apply to be a part of FRIDA's advisory Committee?

FRIDA is committed to strengthening youth led activism. As such we commit to our politics about youth representation in the advisory committee. Applicants under 35 at the time of application are encouraged to apply for the advisory.

If you have turned 35 in your year of application you, nevertheless, encouraged to apply as your application will be assessed based on regional strategic needs.

Are there opportunities to connect with other young feminist activists/ What other opportunities are there for advisors to get involved in FRIDA?

Advisors are seen as an integral part of the FRIDA community and are encouraged, as other community members, to contribute to FRIDA's content development. Our website offers a blog space and our comms and advocacy team is happy to assist advisors to pen powerful articles and stories from their perspective relevant to the young feminist struggle. Additionally, advisors may get the opportunity to represent FRIDA in key advocacy spaces and advocate for FRIDA's core vision and mission.

Within the FRIDA Advisory

How are decisions made about and within the advisory?

Decision making varies depending on the process i.e. whether it is grantmaking or decisions about the functioning of the advisory. The standard model is a participatory decision making model which may involve consensus, voting or a consultation with a deadline for contributions.

What are regional co-facilitators?

The Regional Facilitator role is designed to support better communication and coordination between FRIDA's staff, advisors and other governance bodies.

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We aim to have a minimum of 1 regional facilitator in each region, and a maximum of three (3). The regional facilitator is a connector between FRIDA Staff, Focal Points, FRIDA Advisory Committee Members and Culture Officer.

Co-facilitators support with the coordination of the advisory including information sharing, sending suggestions to FRIDA staff and regular communications, after consensus with other advisors.

How are regional co-facilitators chosen

The selection should be decided via consensus from regional advisors and FRIDA Co-Directors,

subject to responsiveness of advisors within region through email and or calls. If the role becomes vacant, the regional focal point will support this position during transition.

The term for the regional facilitator is in a rotating basis (preferably every 6 months, with possibility of extension up to 12 months) however this time period should be agreed on by staff and advisors regionally, based on regional context and needs. This strategy will guarantee sharing responsibilities with other advisors and as part of regional learning process.

How can advisors get involved in outreach and connect with young feminist movements in local regions ?

Part of the core role of advisors is to support in the development of regional and sub-regional outreach strategies while also keeping FRIDA abreast about their respective contexts, emerging thematics, key constituencies and other strategic input related to the state of young feminist organising.

There are also opportunities to participate in learning visits, the accompaniment program and to receive special grants.

How does grantmaking work within FRIDA?

FRIDA follows a participatory funding+ model when it comes to grantmaking.

Advisors are critical in FRIDA meeting its strategic priorities because they contribute to outreach and the development of regional strategies, while also vetting applications.

Please read more about FRIDA's grantmaking policy [here](#).

What is the accompaniment program? How does it work and how does one get involved?

FRIDA's [accompaniment program](#) is designed to drive rich learning and capacity development experiences for young feminists in its community. The decision to create this program was based on demand from grantee partners and advisors for increased one-to-one engagement, support and clearer mechanisms to connect with the diverse and growing FRIDA community.

This program is a key component of FRIDA's broader capacity strengthening strategy for grantee partners and aims to enable collaboration and networking between young feminists.

The accompaniment program is in its third year and has built meaningful connections and support systems for grantee partners by cultivating stronger relationships with advisors.

What are learning visits and how do they work

Learning visits are an opportunity for staff and advisors to connect with grantee partners, share learnings and see in person the impact of grantee partners work and the change they are able to catalyse with support from FRIDA. They are typically 2-3 days focussed on connecting, learning, sharing, and community building. Additionally, the visit can support particular capacity development needs of grantee partners and also supports FRIDA's Monitoring, Evaluation and Learning in better understanding the grantee partners impact.

Who is the central contact point for members? How do advisors share contact information with one another?

Where appropriate, Advisors can reach out to the [communities and culture officer](#) to establish virtual connections with other members of the FRIDA community. However contact details will only be shared with the explicit written consent of all parties involved. FRIDA also encourages advisors to develop personal/ work relationships with other advisors and community members. In-person and key advocacy spaces provide excellent opportunities to do this.

What are the boundaries when it comes to representing FRIDA, especially in core advocacy spaces?

FRIDA welcomes advisors to share any core advocacy spaces that they will be participating in. Where members of the secretariat and other FRIDA community members are present, a concerted effort is made to create a space where FRIDA community members can connect.

However, where a community member goes to a space in their personal capacity they are encouraged to speak in their personal capacity. It is only where FRIDA requests that community members engage with a space as FRIDA community members that they will be required to liaise with the Advocacy Officer (Communications and Advocacy Team) to receive guidance.

Thank you for your interest in FRIDA's Global Advisory Committee. Should you have any further questions please reach out to ccteam@youngfeministfund.org