

## **Global Advisory Committee | Terms of Responsibility | 2021–2023**

Founded in 2010, **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 and intersex youth globally.

Its Vision is a world where young women, girls, trans\* and intersex 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.

### **FRIDA's Mission**

- 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.

## Global Advisory Committee

Since its founding, FRIDA has relied on a Global Advisory Committee made up of 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 with due diligence.
- Supporting with grantee partner capacity strengthening and communication of regional strategic priorities with FRIDA .
- Informing strategic and programmatic decisions in various areas of FRIDA's organisational mission through thematic and expert input.
- Informing FRIDA's strategic direction every 5 years.

FRIDA relies on its **advisors to build spaces of trust, safety, respect and reciprocal accountability** when supporting one another and other FRIDA community members in critically reflecting and building on a combined vision for young feminist organizing globally.

## Regional Divisions

- South, South East Asia and the Pacific,
- Central Europe, Eastern Caucuses and North Asia
- Latin America and the Caribbean ( sub-regions)
- Middle East and North Africa
- Sub-Saharan Africa

FRIDA recognizes that these regional categorisations are not perfectly defined, permanent or straightforward. FRIDA is therefore committed to engaging in continuing conversation around regional, thematic and linguistic categorizations that are politically sensitive and directed at decoloniality. While also remaining practical, flexible and open to politically sound change<sup>1</sup>.

Each Regional Committee is coordinated by two or three **Regional Facilitators** who rotate on a regular basis.

### **A. Scope of Work and Structure**

Advisory Committee membership is completely **voluntary**, and advisors work together with FRIDA staff, particularly the **Communities & Culture and Programs Teams**.

FRIDA will support direct travel costs related to participation in Advisory Committee meetings, learning visits and the accompaniment program; and communication costs where necessary and feasible.

Active advisors are also eligible to apply for special grants, which may support travel or collaborative feminist work.

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<sup>1</sup> We welcome critical engagement and reflection on the geopolitics of regional demarcations with a view to challenging existing structures around power and regional identities

In certain cases advisors may be provided with stipends as compensation for performing non-core duties for FRIDA. Where the scope of advisory work necessitates consultancy fees this will be communicated prior and advisors will be compensated fairly.

Advisors may also support with thematic work within the advisory, other FRIDA communities and the secretariat. This, however, is subject to review and restructuring as needed.

## **B. Advisor's Responsibilities**

### **1. Core responsibilities**

#### **1.1. Grant-making, grantee management support and renewals**

FRIDA Advisors will guide and support FRIDA Secretariat with the initial screening of grant applications. Advisors are expected to comment on applications received based on FRIDA's core values, funding priorities, and knowledge of regional needs. After group voting processes, advisors are required to support FRIDA staff with the due diligence in order to confirm selected groups . This includes asking for further group references in their regions.

Advisors may support staff during the grantee renewal process by sharing any pertinent information as related to specific grantee partner cases.

As part of FRIDA's commitment to participatory decision making at least one advisor (per region) is encouraged to be part of the decision-making process when it comes to reviewing renewals and special grants.

## 1.2. Support the development of outreach and regional strategies and tools

FRIDA Advisors must participate in developing regional strategies with FRIDA staff. The wide ranging consultative process ensures that FRIDA is responsive and adaptive to regional and global needs.

Advisors are expected to identify and share key spaces and opportunities for outreach. Including providing information on events or advocacy campaigns in their region that can be shared with the greater FRIDA community<sup>2</sup>.

Advisors may also lead the development or support the dissemination and facilitation of FRIDA webinars (organised by FRIDA staff).

## 1.3. Communication and community-building

Advisors are expected to attend the majority of engagements with other advisors within their region. The minimum attendance is **one engagement per quarter**<sup>3</sup>.

Advisors must also support the FRIDA Secretariat in circulating the call for applications to their regional advisory, while also actively introducing FRIDA to new communities of young feminists and key strategic allies<sup>4</sup>.

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<sup>2</sup> In doing so, advisors should bear in mind the politics of language, privilege and access with a view to challenging existing dynamics.

<sup>3</sup> Please see clause 3.2 below.

<sup>4</sup> including women's organisations/funds, donors, grass roots organisations and/or international women's rights organisations.

#### **1.4. Advisor recruitment and orientation process**

Advisors are expected to support FRIDA staff in the recruitment of other advisors in their region by commenting on applications, possibly, reviewing and interviewing shortlisted candidates.

#### **1.5. Accountability and Integrity**

Advisors are expected to engage in a bi-annual self review and reflection process to share their insights, availability, interests, concerns and update their skills and experience.

Furthermore advisors are expected to uphold the highest standard of integrity when it comes to communicating **conflicts of interest** and/or utilising their position at FRIDA for purposes other than those outlined in this terms of responsibility.

Where an advisor is uncertain about their role they are expected to communicate this with other members of the advisory and the **communities and culture officer** in order to gain clarity.

## **2. Optional Roles**

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## **2.1. Participation in Thematic Areas and/or Strategic Focus Areas<sup>5</sup>**

- Environmental and Climate Justice;
- Holistic Security & Care;
- Resource Mobilization;
- Advocacy & Communications;
- Knowledge Building & MEL;
- [Change Team](#) 2.0

## **2.2. Represent FRIDA in core advocacy spaces**

## **2.3. Identifying new grantmaking opportunities**

This includes, if possible, voluntary participation in group to review and provide advice on processes design.

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

### **C. Advisory Recruitment and Transition:**

#### **3.1. Advisory Recruitment**

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<sup>5</sup> Please note that these roles are ad-hoc and usually based on advisor activity and expressed interest in supporting pieces of work within and around the FRIDA community

- FRIDA is committed to having a Global Advisory Committee that is representative of all regions in the Global South and the realities of displacement and human migration.
- Advisory selection is done through a participatory recruitment process where advisors are encouraged to share their insights and inputs with staff at every stage of the process - especially in confirming the post-interview onboarding of qualified shortlisted candidates.
- This process includes, open call for new advisors based in region needs (language, outreach, experience in specific topic), review of applications, preselection of shortlisted candidates, interviews, reference checks, orientation and welcome calls.

### 3.2. Advisor Contracts

- 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 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 timeously and clearly.
- Advisors are mandatorily expected to 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, board members, etc); and navigating relationships with donors and potential donors, especially shared donors for FRIDA and/or the advisor and/or grantee partner.

### 3.3. Advisor Transition Policy

#### Exit strategy

Advisory committee members and/or staff can facilitate the transition of advisors if non-responsive to communications, absent from engagements and inactive in core advisor roles for a period of **three (3) or more months**.

All advisors are **required** to assist FRIDA and the advisory in capturing institutional memory through a process of **written self-reflection** or by attending an **exit interview**. Unless there are exceptional circumstances, email reflections will not be considered as participating in the exit review process.

#### Transition

This agreement may be terminated by FRIDA at any time on written notice **of thirty (30) days** to the advisor.

Former advisors might support a transition process with new advisors, especially from their own country or sub-region guaranteeing the health and sustainability of the advisory committee. This transition process should start at least **three (3) months** before the exit process.

### **3.4. FRIDA's Commitment to Ethical Practices**

When FRIDA requires support that goes beyond the responsibilities outlined herein or the expectations for specific projects exceed what is considered reasonable according to best practices, FRIDA will hire consultants to support the work.

**Declaration**

I ..... (the undersigned) hereby indicate that I have reviewed and understand the obligations and parameters outlined within this Terms of Responsibility and thereby commit to be bound by the agreements outlined here in.

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**Signature**

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**Full Name**

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**Location and Date**