



TERMS OF REFERENCE

CONSULTANT TO DEVELOP A COMMUNITY DIALOGUE MANUAL ON GENDER AND DISABILITY INCLUSION

INTRODUCTION

Disability Rights Advocacy Center (DRAC) is a non-profit organization that works to protect the rights of Persons with Disabilities (PWDs) and promote their inclusion in the Development Agenda. A pioneer in the field of disability programming in Nigeria, DRAC uses an array of innovative and creative tools and methods to engage with duty bearers and raise public awareness on disability rights with a special focus on Women and Girls with Disabilities (WGWDs) in Nigeria.

BACKGROUND

Negative attitudes and erroneous beliefs about gender and disability can result in stigma, which may be defined as an attribute possessed by a person or group that is regarded as undesirable or discrediting. For persons with disabilities and their families, stigma often results in a lowering of status within the community. Negative perceptions in society can also create feelings of shame among families who may hide their child with a disability from public view.

Perception of disability is an important construct affecting not only the well-being of individuals with disabilities, but also the moral compass of the society. Negative attitudes toward disability disempower individuals with disabilities and lead to their social exclusion and isolation.

At family and community levels, isolation, shunning, and avoidance of contact frequently occurs with persons with disabilities. In some instances, persons with disabilities and their families are sent away from their communities. In others, for example, persons with disabilities are, at the time of their death, denied traditional funeral rites. Communal narratives have emerged to explain the presence of disability. Underpinned by cultural belief systems, such explanations affect, not only the ways individuals with disabilities view themselves, but also the responses of others.

DRAC is part of the consortium implementing the PLANE window 3: Community Support to Learning Programme in the Northwest Nigeria (Jigawa, Kano and Kaduna) funded by FCDO through Save the Children International. The project will use evidence-based approaches to enable and increase community-based support for learning for marginalised children, especially girls and children with disabilities, through building foundational competencies, fostering empowerment, strengthening protection systems and supporting families to overcome demand-side barriers to productive education opportunities.

It is against this backdrop that DRAC is currently seeking a consultant to develop a community dialogue manual on Gender and Disability Inclusion. The manual will serve as a guide for monthly



Community dialogue sessions with community members, community leaders and influencers on gender and disability inclusion

PURPOSE AND OBJECTIVES

The main purpose of this assignment is to develop, finalize and submit a community dialogue facilitator's manual on Gender and Disability Inclusion and train project staff on its use.

The specific objective is:

- Develop a comprehensive document to facilitate discussions on traditional and religious norms and beliefs that contribute to gender and disability exclusion at the community level with a focus on the inclusion and education of children with disabilities especially girls.
- Strengthen the capacity of community dialogue facilitators to understand the content of the manual and use it to effectively facilitate community dialogue sessions.

METHODOLOGY AND SCOPE OF WORK

The assignment will be implemented under the overall guidance of the Executive Director, DRAC. There will be review meetings to ensure that the content of the community dialogue manual captures DRAC needs and expectations for the document.

The tasks / deliverables of the Consultant may include, without limitation,

1. Carry out desk review on gender and disability, community engagement and inclusive education to enrich content of proposed manual
2. Facilitate technical meetings to harvest information to feed into the manual
3. Develop the community dialogue facilitator's manual on gender and disability inclusion.
4. Train community outreach team / community field volunteers on the manual.

This assignment is expected to commence no later than June 18, 2023.

SKILLS / ACADEMIC QUALIFICATION / EXPERIENCE

- Master's degree in any area of social development, Development communication or equivalent.
- At least 5 years of experience in social services/social policy, developing technical documents with a focus on gender and disability inclusion.
- Excellent writing skills
- Experience in facilitating trainings and technical meetings
- Experience in research and programming-related work

METHOD OF APPLICATION:

Expressions of interest must contain the following information to be considered:



- a) A cover Letter detailing the applicant's knowledge and skills that makes him/her suitable for the assignment, CV outlining their experience with similar assignments and contact details of 2 referees. These should be presented as one document.
- b) A detailed workplan with timelines for the achievement of each deliverable outlined in the scope of work.
- c) Evidence of outputs from undertaking similar assignments
- d) Financial proposal: The financial proposal shall be based on no. of days to be used for the assignment.
- e) Transportation and accommodation to project locations to conduct trainings on community dialogue manual should be included as part of the financial proposal.

Applicants shall submit their expressions of interest to: drac.nigeria@gmail.com not later than June 12, 2023.

*Only shortlisted candidates will be contacted.