



EUROPEAN WOMEN'S
LOBBY
EUROPEEN DES FEMMES

Call for facilitators to support the European Women's Lobby workshop on young women's engagement strategy

Deadline: 15 July 2019 at 23h00

Background

The [European Women's Lobby](http://www.womenlobby.org) (EWL) is the largest umbrella organisation of women's associations in the European Union. The EWL has members in all EU Member States and three Candidate Countries, as well as 19 European-wide organisations, representing a total of more than 2,000 women's organisations in Europe. The EWL campaigns for a feminist Europe which promotes women's rights and equality between women and men in the European Union. Read more about vision and our work at www.womenlobby.org.

Workshop on EWL's young women's engagement strategy

Over the last four years, EWL has been hosting a yearly summer school for young women, [the AGORA](#), gathering feminists aged 18 to 30 from across Europe to discuss and explore feminism together and learn from each other. After four editions of the AGORA and as EWL enters a new phase of its [European-wide strategy](#), this year EWL will be hosting a **four-day workshop to reflect on EWL's young women's engagement strategy**. The timing for the workshop aligns with the review of EWL's 2016-2010 Strategic Framework which we are currently carrying out, as well as the planning for our next Strategy post 2020.

The objective of the workshops is to review EWL's engagement with young women so far and put forward suggestions for the ways in which the EWL can collectively and strategically work with and for young women, now and in the future. The workshop aims to be a space for thinking and devising ideas for EWL's young women's engagement strategy to support EWL's mission of representing the diversity of the women's movement across Europe.

The workshop will take place in Brussels from **8 to 11 November 2019**.

We are now looking for a team of facilitators to prepare and facilitate the EWL workshop.

Participants

The workshop will bring together 30 women, **with representation of women of all age groups**, with a majority of young women and a majority of women connected to EWL members.

We have a public call for applications for participants to the workshops and we are asking for applications from various groups, including women who have taken part in one of EWL's AGORA summer school before, young women who have not done the AGORA and who are linked to EWL members, EWL members of any



age and then young women aged 18 to 30 who are new to EWL. There will also be two or three members of EWL staff taking part throughout the workshop. You can see the call for application and the application form as an Annex to this document.

For this workshop, EWL is working within the principles of a women-only space, which recognises the power dynamics inherent in mixed spaces that reflect wider society and patriarchy. Women-only spaces create powerful dynamics which are expressed and experienced differently to the dynamics at play in mixed spaces.

The programme

The workshop needs to be a space for intergenerational dialogue and collective strategising for future involvement of young women in the EWL.

The programme of the workshop will include sessions on EWL's work, strategy, vision and values; EWL's engagement with young women so far, including looking at the AGORA summer schools and learning from this process; good practice in youth engagement and intergenerational working; key issues in feminism and the struggle for women's rights today; and most importantly strategising what next for EWL's plans for engaging with young women. The programme will include a mix of plenary discussions, group work and individual time, as well as space for informal networking. The workshop will not be a training or academic programme.

Desired output

At the end of the workshop, the goal is to **produce recommendations from the participants to the EWL Board** for EWL's young women's engagement strategy at various levels of EWL, that can feed into EWL's new strategic framework and other levels of engagement. We hope participants will also propose ideas and tools for EWL members and EWL Secretariat to engage more effectively with young women and create meaningful and lasting intergenerational dialogue, at local, national and international level.

Facilitation style

EWL wishes to host a workshop which uses innovative **participatory facilitation techniques** to lead the group to deeper conversations and systemic analysis, with a clear goal of producing collective recommendations for the future.

The process will be highly interactive, flexible and creative to build a safe space for the participants to openly interact. Special attention will be given to the creation of a process that is partly hosted by the facilitators, and partly shaped by the participants themselves. This includes sessions which will be facilitated directly by participants (candidates are asked to express their interest in doing this in the application form). It has to be noted however, that open spaces where participants are invited to shape the process themselves need to be consciously created and designed as such. This will lead to a lot of creative energy, deep conversations, participation and interaction, as well as learning around the purpose and objectives as expressed by EWL.

Overall, it will be a process that **supports a diverse group of women** to participate and contribute equally, collaborate, think together and be productive, with the end goal of coming up with recommendations for how EWL should work for and with young women at all levels of EWL (see under outputs above).

The facilitators of the workshop should be **strategic** and thus able to guide the group towards proposing ideas and recommendations for EWL on engaging young women in our movement. The facilitators will remain **neutral** in the discussions, views expressed and outcomes, while being **assertive** to give some direction to the meeting and intervene when needed in discussions and dynamics. The facilitators should



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work to ensure the workshop is a **feminist space**; it must be safe, inclusive, creative, equal, collaborative, participatory, transparent, respectful and challenging.

Tasks to be conducted by the facilitators or organisation

- A. Prepare initial content structure for the 4-day workshop with clear objectives of sessions and methodology, as well as suggestions and input for the preparation phase for participants, in collaboration with the EWL (Secretariat staff and members via the EWL Executive Committee).
- B. Reviewing plans with EWL on a regular basis.
- C. Provide advice to participants who will facilitate different parts of the workshop.
- D. Facilitate the whole workshop from 8 November (starting at 15h) to 11 November (ending at 14h) in Brussels.
- E. Preparing a report on outputs from the workshop, with key ideas and recommendations in collaboration with participants and EWL.
- F. Carrying out an evaluation of the workshop, including tips on hosting such workshops.

Profile of the facilitators/organisations

Essential requirements/profile

- ✓ Experience in facilitating groups of women following feminist principles.
- ✓ Strong knowledge and practice of feminist and women groups facilitation
- ✓ Experience of open facilitation methods such as Art of Hosting, Open Space etc.
- ✓ Demonstrable commitment to equality between women and men and women's rights.
- ✓ Alignment to [EWL's vision, mission and values](#), and understanding of EWL's set up.
- ✓ Knowledge and understanding of history and different schools of thought within feminism, (e.g. intersectional feminism, radical feminism, liberal feminism, feminism developed by Latina, Arab or African women, etc.)
- ✓ Knowledge and experience of intergenerational dialogue and engagement with young women and girls.
- ✓ Experience in facilitating groups to devise ideas for action and strategies.
- ✓ Experience of conflict management and supporting safe spaces.
- ✓ Excellent analytical skills, communication and advocacy skills.
- ✓ Demonstrated flexibility and adaptability.
- ✓ Excellent spoken and written English; other languages are an asset.

Application and timeframe

How to apply:

Please prepare a proposal of no more than 3 pages, answering all the questions listed on the next page and explaining how you would carry out this work. The proposal should reflect the proposed framework and tasks for the facilitators as outlined above. It should articulate the number of days required for the activity and the daily rate. The total budget for the facilitation team's work **will not exceed 8,000 euros including VAT in total**. The 3-page proposal must be sent to the European Women's Lobby at yates@womenlobby.org alongside the CVs of the key persons involved in delivering the work by **15 July at 23h00**.

Deadline for applications:

15 July 2019 (23h00 CET/Brussels time)

Selection of the facilitators:

18 July 2019

Agree precise work plan and contract:

19 July 2019



Questions to answer in the proposal

The proposal should be no more than 3 pages and should reflect the proposed framework and tasks for the applicant as outlined in the call for facilitators on page 3.

1. Why are you/your organisation qualified for delivering this work, in line with the listed requirements? Please include here the facilitation methodologies you would propose to use for the objective of this workshop and your experience in this.
2. What is your experience in facilitating workshops focused on: feminism; women's rights; intergenerational dialogue; youth engagement; developing strategies.
3. What is your feminist journey and vision? How do you align with [EWL's vision, mission and values](#) as laid out in our [2016-2020 Strategic Framework](#)?
4. How would you deliver this work in coordination with EWL, including gathering input from EWL Secretariat staff and EWL Executive Committee?
5. Please indicate the number of days you would need to deliver this project and the daily rate

Day=

Rate=

Total=

DISCLAIMER: The financial proposal provided in this application form must include all VAT/taxation requirements and should not exceed 8,000 euros in total for all the work. It is the responsibility of the facilitator(s)/organisation to ensure compliance with VAT regulations in Belgium and/or their country of origin. Please note that the costs for the travel to Brussels, accommodation and session materials for the actual workshop will be covered by EWL and do not need to be included in the daily rate.



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ANNEX

Call for applications to attend a workshop on EWL's young women's engagement strategy

About the European Women's Lobby

The European Women's Lobby (EWL) is the largest European umbrella network of women's associations in Europe, representing the diversity of women and girls in Europe. We have members in 30 EU Member States, three Candidate Countries and one European Free Trade Association country, as well as 18 European-wide organisations, representing a total of more than 2,000 women's organisations in Europe. Together with our members, we campaign for a [feminist Europe](#) which promotes women's rights and equality between women and men in the European Union. Read more about vision and our work at www.womenlobby.org.

Workshop on EWL's young women's engagement strategy

Objective of the workshop

Over the last four years, EWL has been hosting a yearly summer school for young women, [the AGORA](#), gathering feminists aged 18 to 30 from across Europe to discuss and explore feminism together and learn from each other. After four editions of the AGORA and as EWL enters a new phase of its [European-wide strategy](#), this year EWL will be hosting a **four-day workshop to reflect on EWL's young women's engagement strategy**. The objective of the workshop is to review EWL's engagement with young women so far and put forward suggestions for the ways in which the EWL can collectively and strategically work with and for young women, now and in the future. The workshop aims to be a space for thinking and devising ideas for EWL's young women's engagement strategy to support EWL's mission of representing the diversity of the women's movement across Europe.

The workshop will be limited to **30 participants** (including 2 EWL staff members), **with representation of women of all age groups**. It will take place in Brussels from **8 to 11 November 2019**. **EWL will arrange and pay for travel and accommodation for all 30 participants for the four-day period**. Anyone interested should read the criteria for participation included in this pack and complete an application form by midnight on 8 July 2019 [here](#).

Programme of the workshop

During four days, we will set up a space for **intergenerational dialogue and collective strategising for future involvement of young women in the EWL**. The programme for the workshop will be developed by EWL and experienced facilitators, with active input from participants. It will include sessions on EWL's work, strategy, vision and values; EWL's engagement with young women so far, including looking at the AGORA summer schools and learning from this process; good practice in youth engagement and intergenerational working; key issues in feminism and the struggle for women's rights today; and most importantly strategising what next for EWL's plans for engaging with young women. **The workshop will not be a training or academic programme, but participants will learn from each other and think together during the four days in Brussels.** The programme will include a mix of plenary discussions, group work and individual time, as well as space for informal networking. Participants are also invited to act as facilitators by expressing their interest in the application. The programme will use innovative participatory facilitation techniques to lead the group to deeper conversations and systemic analysis. The aim is to create a safe and creative feminist space for exploring issues together and build solidarity.

The workshop will be carried in the spirit of [EWL's values and principles](#):

EWL's 6 core values

- Equality between women and men
- Diversity
- Peace
- Dignity
- Justice
- Respect

EWL's 5 key principles

- Women's rights are Human Rights (non-negotiable and indivisible)
- Solidarity
- Autonomy
- Participation
- Inclusion

Output of the workshop

At the end of the workshop, the goal is to **produce recommendations from the participants to the EWL Board** for EWL's young women's engagement strategy at various levels of EWL, that can feed into EWL's new strategic framework and other levels of engagement. We hope participants will also propose ideas and tools for EWL members and EWL Secretariat to engage more effectively with young women and create meaningful and lasting intergenerational dialogue, at local, national and international level.

Participants to the workshop

The workshop is limited to **30 participants** (including 2 EWL staff members) and it will take place in Brussels from **8 to 11 November 2019**. **EWL will arrange and pay for travel and accommodation for all 30 participants for the four-day period**. Anyone interested should read the criteria for participation included in this pack and complete an application form by 8 July 2019 [here](#).

Who are we looking?

For this workshop, we are looking for applications from women from diverse backgrounds, ages and experiences and with different affiliations to EWL members. Two to three members of EWL staff will also be present in the workshop.

Selection of participants will be based on the following categories with specific quotas (the age criteria refer to your age at the time of the workshop):

1. **10 young women aged 18 to 30** who are supported by or affiliated to an **EWL member organisation** and who have not participated in the EWL AGORA before;
2. **6 AGORA alumni aged 19 to 35** who have participated in one of the previous editions of the AGORA feminist summer camp. It is an advantage if you are young women who are affiliated to an EWL member and an AGORA alumna;
3. **4 young women aged 18 to 30** who are **new to the EWL¹**, with an interest in feminist activism and experience in young women's engagement on a European level;
4. **8 women from EWL member organisations** with an interest and/or experience in intergenerational dialogue (including Board Members and members of members).

Criteria for participation

- ✓ Are you a passionate and dedicated feminist?
- ✓ Do you fit in one of the four groups above?
- ✓ Do you want to be part of **shaping EWL's young women's engagement strategies** with a diverse group of feminists?
- ✓ Do you have **experience in activism related to feminism and women's rights**?
- ✓ Do you have interest or knowledge of **intergenerational dialogue and/or youth engagement strategies**?
- ✓ Are you affiliated to any of the **EWL member organisations**?
- ✓ Do you agree with the **values and mission of the European Women's Lobby (EWL)**?
- ✓ Are you supportive of **EWL's work, strategy and positions**?
- ✓ Do you currently live in the **European Union or EU Candidate countries**?
- ✓ Do you have a **good level of English**?

As an intersectional feminist organisation, we are committed to organising a workshop that reflects and includes experiences that represent Europe in all of its diversity. **As such, women of colour and from ethnic minority groups, women with disabilities, from different socio-economic backgrounds, from a migrant background, from the LGBTQ community and coming from marginalised groups are especially encouraged to apply.**

¹ Young women who are not directly affiliated to an EWL organisation at the time of the application

Practical information

EWL will arrange and pay for travel and accommodation for all 30 participants for the four-day period.

The workshop is a **residential programme** and all the sessions and times together matter greatly so we expect all selected participants to be present for all the sessions and the organised dinners (there will be some free time too). It means you must be able to commit to the full programme, which **starts around 15h in central Brussels on 8 November and ends around 13h on 11 November.**

Participants will stay in the same **accommodation** and most likely sharing their room with one other participant, unless a specific reason why this isn't possible for some participants. The workshop will take place in a **venue** nearby. We will spend time together in one room, and also break out into groups in smaller rooms at different points in the programme. We plan to have a space available in the venue throughout the four days for anyone to use should they need a private conversation, take some time-out, etc. There will be a number of activities organised including dinners with opportunities to network with EWL staff and some of our allies.

We will make every effort to ensure that all activities and venues are as **inclusive and accessible** as possible and will work with participants to understand and accommodate any special needs. Participants who may have special needs will be contacted by EWL staff beforehand to understand what support is needed during the whole programme.

Application process

How to apply

All interested candidates can apply using our online application form:
<https://www.surveymonkey.com/r/ewl-yw-workshop>

You can find all the questions asked in the online application form in the annex of this document.

Deadline for applications: 8 July 2019, by midnight

The selection process

There are 30 places for this workshop. The selection will be made by EWL staff and EWL members, based on the application forms and on the criteria above. The motivation, experience or interest in feminist activism and women's rights, intergenerational dialogue and/or young people's engagement work, and strategic thinking will be deciding factors, as well participants' links to EWL.

We aim to inform all successful candidates by 19 July 2019. Unfortunately, we will not be able to provide feedback on applications to unsuccessful candidates.

ANNEX

Questions in the online application form

This annex contains all the questions we ask you in the online application form, so you can prepare the questions in advance in a document, and then copy your answers in the form when you are ready. **You must apply using the online form:** <https://www.surveymonkey.com/r/ewl-yw-workshop>. Any application not sent through the online form will **not** be valid.

Deadline for application is 8 July by midnight.

Data protection

The European Women's Lobby (EWL) is committed to fully comply with the new European [General Data Protection Regulation \(GDPR\)](#) which came into effect on 25 May 2018. The information collected in this form is to support the selection process for participants to the workshop on EWL's young women's engagement strategy. The information you share with us via this document will not be sold nor shared with anyone outside of the EWL. If at any point you wish to have this document deleted from the EWL files at the Secretariat in Brussels, you can contact us at ewl@womenlobby.org with a request specific to the young women's engagement workshop 2019.

Questions for all applicants

Personal information

- First name
- Last name
- Date of birth
- How old will you be on 8 November 2019
- Current country of residence
- Current city/town of residence
- Nationality(ies)

Category of participant

- Which category of participants are you applying as?
 - **I am a young women aged 18 to 30** who is supported by or affiliated to an **EWL member organisation** and I have NOT participated in the EWL AGORA before.
 - **I am an AGORA alumna**, ie I am aged 19 to 35 and I took part in one of the previous AGORA feminist summer camps.
 - **I am young women aged 18 to 30** who is **new to the EWL (you are not directly affiliated to an EWL organisation)**, with an interest in feminist activism and experience in young women's engagement on a European level.
 - **I am a current EWL member (EWL Board member, member of member, etc)** with an interest and/or experience in intergenerational dialogue

About you, your motivation and views

- Tell us briefly about **yourself and what experience**, knowledge and/or interest (personal, professional, academic and/or other) you will bring to a reflection on EWL's future strategic engagement with young women? (**maximum 750 characters/no space – about 130 words**)
- Please tell us your **motivation** for helping to shape EWL's young women's engagement strategies? (**maximum 1000 characters/no space – about 190 words**)
- Please tell us about any relevant experience or knowledge in relation to **women's rights and equality between women and men**. Please highlight particularly the experience you have in feminist organising and/or activism, and describe the action(s) you have been involved in. (**maximum 1000 characters/no space – about 190 words**)
- Please indicate any experience or knowledge you have in shaping strategies for **engaging and involving young people in a social justice movement**. (**maximum 750 characters/no space - about 130 words**)
- Tell us your view on why **intergenerational working** is important for civil society organisations and share any relevant experience or knowledge of it. (**maximum 750 characters/no space - about 130 words**)
- What do you think the main priorities should be and what are your expectations of the feminist movement today in Europe? (**maximum 750 characters/no space – about 130 words**)
- Name one feminist thinker that represent your feminist views?
- Which of **EWL's Strategic Aims** do you have knowledge of or experience in?
 - To raise more, better and sustainable funding for women.
 - To work together effectively at different levels and in different contexts: local, national, European Union and International.
 - To promote and debate diversity, advancing consensus, and strengthen our collective voice.
 - To put an end to all forms of violence against women and girls and promote a society of peace, human security and dignity.
 - To promote the feminist transformation of a sustainable economy based on new economic models based on equality, well-being, care and social justice.
 - To position women at the heart of political, social and economic participation and decision-making.
 - To ensure sustainable and strong institutional mechanisms for equality between women and men at EU level.
 - Please explain:
- What other areas of focus or work do you have experience or interest in?
 - Migration
 - Climate change
 - Anti-racism
 - Public services
 - Education
 - Health

- Transport
 - Economics
 - Disability
 - Poverty
 - LGBT
 - OTHER:
- Would you be interested in co-leading a session during the workshop? If yes, on what topic? If selected, we would most likely pair you up with another participant who proposes a similar theme.
 - Yes/No/I dont know yet
 - If you ticked YES above, please choose one of the key themes or complete the box OTHER.
 - Intergenerational working
 - Engaging women in our movement
 - Organisational change to welcome participation
 - Violence against
 - Funding for women’s rights
 - Feminist Economics
 - Digital spaces
 - SRHR and combatting sexual exploitation
 - Women’s leadership
 - OTHER:
 - Would you be willing to keep in touch with EWL and support us in some way after the workshop to follow up on the strategy ideas? (maximum 200 characters/no space – about 35 words)
 - Yes/No/Explain
 - Are you supportive of [EWL’s vision, mission and values](#) and our current [Strategic Framework](#)?
 - [Yes/No/comment]
 - Do you agree with our statement on violence against women, as stated in [EWL Charter of Principles](#) adopted in 2007, reiterated in the [EWL 2016 factsheet on violence against women](#)?
 - [Yes/No/comment]

Practical questions

- What is your level of English (the programme and all written communication will be in English, so a level of understanding and communication in English spoken and read is required)
 - Native speaker/completely fluent
 - Very good knowledge
 - Good knowledge
 - Fair/moderate knowledge
- Are you able to arrive in Brussels for a 15h start on 8 November and depart after 13h on 11 November?
- Is there anything in terms of accessibility we can provide to facilitate your attendance and participation in the workshop?

- How did you learn about this workshop?
- Any other questions or issues you wish to raise?

Questions per category of applications

If you are linked to an EWL member (category 1 above)

- Which EWL member organisation are you affiliated to or supported by?
- What is your link to the EWL member or your role in the organisation?
- Name of contact person at the EWL member organisation you are affiliated to? They will need to confirm with us via email that they are supporting your application.
- Email address of the person at the EWL member organisation you are affiliated to

If you are an AGORA alumna (category 2 above)

- What will you bring from your experience of the AGORA into this strategic reflection (**maximum 500 characters/no space – about 80 words**)?
- Are you currently linked to an EWL member organisation? Yes/No
- What is your link to the EWL member or your role in the organisation?
- Please provide the name and email address of your main point of contact at the EWL member organisation you are linked to

If you are new to EWL/not directly affiliated (category 3 above)

- As someone not linked to EWL yet, what new or different perspectives do you think you can bring to this strategic discussion (**maximum 500 characters/no space – about 80 words**)?

If you are an EWL Member (category 4 above)

- What is your role within your member organisation?
- What experience do you have directly with EWL (eg Board member, Working Group member, delegate to the General Assembly, etc)?
- What will you bring from your experience as an active member of the EWL into this strategic reflection? (**maximum 500 characters/no space – about 80 words**)