

Europe Region Diversity Work

2016

Call for Diversity Task Force Members

DDL: 3 January 2016



Région Europe

World Association
of Girl Guides
and Girl Scouts

Association mondiale
des Guides et des
Eclaireuses

We are looking for committed and experienced volunteers to support the Region in implementing the Europe Region WAGGGS Diversity plan in 2016.

Together we will work to create a Diverse Europe Region WAGGGS.

Would you like to take part in this exciting project?

Please, read this call to find out more about the profile of volunteers that we are looking for and the information on how to apply by the 3rd of January 2016.

Please, do not hesitate to contact us if you have any questions or concerns!

Background

Following the approval of the Europe Region Membership Development Strategy in 2013, the Europe Region launched in 2015 a call for Diversity Task Force Members to develop a Consultation process and a Strategy on the thematic area of Diversity.

The Diversity Task Force volunteers 2015 have developed an approach and a Strategy towards the work on Diversity and an operational plan has been put forward for the next year 2016 and now our mission will be to implement it!

General Profile and Roles of the Members of the Task Force

This call is open to all active volunteers from WAGGGS' Member Organizations meeting the criteria below, including active Europe Region Volunteers. Due to the cross-cutting approach of this project, Europe Region volunteers from the three areas (Training and events; External relations and communications; and Mentoring) are welcomed to apply.

We are looking forward to recruiting 5 committed volunteers. If you fulfil the following criteria, feel very welcome to apply!

The Task Force Members must meet the following general requirements:

- ♣ Be an active volunteer of a Member Organization of WAGGGS;
- ♣ Represent and appreciate the diversity of the Europe Region WAGGGS (ERW);
- ♣ Have a command of English that allows you to feel comfortable to effectively communicate (both written and spoken).
- ♣ Acknowledge the importance of addressing inequalities in guiding and scouting.
- ♣ Be highly committed and motivated on the topic of diversity, inclusion and equal opportunities and interested by the topic of gender equality;
- ♣ Be able to demonstrate skills and/or experience in the areas
 - Diversity, inclusion and equal opportunities
 - Develop workshops and trainings of trainers. It will be a great plus if these sessions were on the subject of diversity, inclusion, equal opportunities, gender equality, etc.
- ♣ Have good communication skills - more specifically on social media.
- ♣ Be committed to accomplish the tasks needed to develop the proposed projects (a sample of projects and tasks is listed below);
- ♣ Availability to attend agreed Skype meetings as per an agreed timetable. We tend to be flexible!
- ♣ Availability to attend full face-to-face meetings that will take place in February (tentative dates 19 to 21 of February) and April (dates to be confirmed).

Special needs will be taken into account in order to ensure that same opportunities are offered to all the applicants.

The Diversity Task Force group will consist of members representing: different organizations belonging to the Europe Region WAGGGS, and a diverse group in terms of gender, age, origin, experience and competences.

General tasks

It is expected that the Task Force Members will be assigned different tasks. Find below a sample of activities:

- ♣ To act as Ambassadors for ERW at all times, ensuring key agreed messages are delivered.
- ♣ Draft awareness-raising tools and mainstreaming materials and tools
- ♣ Draft and design visual materials and communication tools (including power point presentations) in line with WAGGGS Branding Policy and in agreement with the Europe Region, to raise awareness on inclusion.
- ♣ Design activities and facilitate training sessions, workshops, etc.
- ♣ Prepare presentations, in line with WAGGGS Policy, and activities to raise awareness on diversity and inclusion during country visits.
- ♣ Collect information and materials to feed a communication plan on diversity and inclusion.
- ♣ Develop training and workshops and session plans
- ♣ Develop guidelines to ensure an inclusive perspective in the development of training, workshops, etc.
- ♣ Develop agendas for meetings and minutes; facilitate sessions.
- ♣ Keep regular communication and provide updates to the ERW Committee member sponsoring diversity; and with the ERW office – Gender and Diversity Coordinator-.

Description of the activities

Below there is a sample of the projects that the Europe Region wants to develop in the coming months. For each one, a number of Diversity Task Force Members will be selected on the basis of their expertise and availability. These activities will be developed in close cooperation with the Gender Task Force to combine the inputs of the two groups on diversity and gender, respectively.

Raise awareness on diversity and inclusion

ERW will develop a tool to raise awareness among different stakeholders. The tool will contain information on inequalities, data, examples and also activities that can be developed in different moments such as country visits to raise awareness.

To make diversity visible in the Region, ERW wants to:

- Develop easy to use materials for Committee members and mentors who make visits
- Use the visits to MOs to raise awareness on inclusion.
- Raise awareness about inclusion and equality at all major events, including the ERW Conference, different sub-regional conferences, volunteer meetings etc.

ERW Diversity Mainstreaming tool

The Diversity Task Force will develop the general framework of an inclusion mainstreaming tool to integrate an inclusion perspective into the core activities and structures of the associations that can be used by any MO in the Region.

In order to build a relevant tool, the project will start by gathering case studies and good practices on diversity and inclusion.

Inclusiveness and Gender in Roverway

The Diversity Task Force will support the Europe Region WAGGGS Planning Team in order to include a diversity and inclusive perspective into the WAGGGS Programme for Roverway. The DTF will prepare guidelines and implement a training together with the Gender Task Force in order to support WAGGGS facilitators to mainstream a gender and inclusive perspective into their workshops. DTF members will hold a training at the pre-departure event. Furthermore, the Diversity Task Force Members are expected to apply as facilitators to implement workshops at Roverway taking place between the 8 and the 14 August 2016.

Expected Commitment

The Diversity Task Force is expected to co-operate through long-distance communications tools (e-mail, Skype, phone) in close cooperation with the ERW Committee member sponsoring diversity and the ERW Gender and Diversity Coordinator; to develop the above mentioned tasks by the end of 2016, making the coming 12 months highly demanding.

It is to be noted that being a part of the Task Force requires a considerable time commitment. It is foreseen that the Diversity Task Force Members will hold skype calls once a month or more often as agreed on a project basis and individual work as agreed on project basis.

The members of the Diversity Task Force will be assigned to the different projects in light of their experience, availability and interest. Terms of reference will be developed for each project to specifically define the tasks and responsibilities allocation and expected commitment.

Furthermore, Diversity Task Force Members will meet in person on at least two occasions, probably around February (19-21 as tentative dates) and April (dates to be confirmed).

What we offer

- ✓ An exciting opportunity to contribute and support the Region and our MOs in a crucial area such as Diversity
- ✓ A learning experience in a motivated and dynamic environment
- ✓ Collaboration with other volunteers and professional experts in a multicultural environment
- ✓ A unique opportunity to learn more about WAGGGS and the opportunities offered through an international event
- ✓ A reference outlining contribution made, achievements and any skills developed through WAGGGS if needed
- ✓ Travel and accommodation costs to attend the face-to face meetings
- ✓ ...and yes, also some fun!

Disclaimer

Please consider that we may decide to video-tape some sessions, or use the photos taken during the meetings for promotion/visibility purposes. If you are not comfortable with this, please let us know.

Practical information

All duly justified costs – in line with WAGGGS Volunteers Guidelines on Travel Reimbursement – related to your participation in the event will be covered from the project budget, based on the presentation of required supporting documentation.

How to apply:

- If you are a Europe Region volunteer: please send us, latest by the 3 January 2016, a statement of motivation and interest describing your motivation, how you meet the general profile described in the call and what do you think your added value will be to the work of the Diversity Task Force.
- Candidates that are not part of the Europe Region Pool of volunteers should apply by sending the expression of interest, through the online form by 3 January 2016. In this case, the candidate's International Commissioner will need to confirm her/his approval of the application by sending an e-mail to Catherine Bailey Gluckman (Catherine.Bailey.Gluckman@waggs.org) by 3 January 2016. Please, bear in mind that we will not be able to consider any application unless we have received the IC's approval.

If you have any doubts, questions or need encouragement, please do not hesitate to contact Catherine (Catherine.Bailey.Gluckman@waggs.org) or by phone +32 2 (0)2 893 24 20.

This is an exciting opportunity to support the Europe Region and our MOs in this very key area of our Regional Strategy. We would be excited if you were interested and motivated to join our team on the basis of the criteria and engagement described above!