



groundWork

Environmental justice action

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## Call for short proposal and quotation:

### Organisational Gender Integration Plan and Policy

groundWork, an environmental justice non-profit organisation operating in South Africa and increasingly across Africa, invites proposals with quotations from experienced practitioners specialising in embedding gender work in civil society organisations. Our organisation focuses on various campaigns namely: Climate & Energy Justice, Coal (including the Africa Coal Network), Environmental Health, Global Green and Healthy Hospitals, Waste, Environmental Justice Education, and Communications. groundWork works closely with community-based organisations across campaigns. As part of our directive, we host annual Environmental Justice schools for activists. At the outset, and for this initial process it will engage with groundWork's South African partners when relevant and all groundWork staff.

We advocate for the intersection of environmental justice and gender justice. Our goal is to infuse eco-feminist principles of care into both our organisation and our collective efforts with communities. Gender, inclusion, equity and diversity will underpin intersectionality. We work with Friends of the Earth International (FoEI), our mother organisation, and their process on Gender Justice Dismantling Patriarchy.

### SCOPE

The role of the service provider is to support the development of groundWork's Organisational Gender Integration Plan and Policy, which aims to move the organisation towards understanding our own cognitive biases and contributions to patriarchy; we want to encourage introspection and inspire shifts in our own thinking and behaviour. Our aspiration is to address systemic oppression that impacts everyone, regardless of gender, much like how we approach addressing environmental injustice and capitalism. Recognizing it as a systemic challenge, we also acknowledge the potential for initiating change and embracing a different approach in crafting the world we envision. The scope of work includes developing a social learning process for groundWork in which we grow together, rather than trigger feelings of hurt and exclusion. In other words, the design of the learning process that will inform the Gender Integration Policy/Plan must itself be aligned to the eco-feminist principles of care.

### OBJECTIVES

The Organisational Gender Integration Plan and Policy service provider will develop a plan that can be used within the organisation and externally, which entails but is not limited to:

1. Foster a common understanding of gender theory and gender as a social construct (beyond the binary, how gender equity benefits men too, how the political is personal regarding gender justice, what intersectionality entails and how it impacts gender justice etc. within groundWork.) This includes co-creating a social process in which groundWork staff feel able to engage in dialogues that explore consent, sexual harassment, inclusive language, microaggressions, toxic masculinity (all gender manifestations), mansplaining etc. This internal, in-person social learning process with all groundWork staff on our understanding of gender issues would then highlight priority areas for development within the organisation (programmatically and policy).



Trustees: Angela Conway (Chair), Gugu Makhubo, Johan Riekert, Richard Lyster, Sibongile Mtungwa



Member for South Africa

2. The outcome is to develop a comprehensive gender policy co-created by staff, informing other policies and processes to deal fairly, consciously, and equitably with issues such as diversity and inclusion, gender-based violence, sexual harassment, and possible unconscious biases in organisational processes such as recruitment, performance management etc. The policy should be a living document that informs our work, interactions, relationships, structures, materials, leadership, and funding. The policy needs to be more than a policy for compliance with all the requirements that NGOs are subject to, it must inform our praxis.
3. It is critical that this work is infused and socialised into groundWork's operational framework. The climate and environmental justice agenda inherently incorporate a robust dimension of gender justice that must be seamlessly interwoven into our work plans - simultaneously advancing climate and environmental justice action and deconstructing patriarchal structures. It is crucial that gender is regarded not as an appendage but as an integral and central component of our work. And thus we seek to:
  - i. Integrate gender considerations into campaign activities, key performance indicators (KPIs), and job descriptions; and
  - ii. Address barriers inhibiting women's collective participation, such as family care, travel, meeting space, and security.
4. Our next step will involve engaging the community-based organisations and other partners we collaborate with to share practices and insights, and to test our reality with their experience and learn from their experience. The integration of gender perspectives in campaign activities will require consideration of aspects such as childcare, health care and other unpaid care work, restroom accessibility, amplification of voices, distribution of power, spatial considerations, and more, as we navigate the intricacies of gender dynamics.

## RESOURCES

There are various documents available that address the nexus of gender and climate and environmental justice. The following documents would be useful to ground the gender integration plan:

- groundWork is part of FoEI and is Friends of the Earth South Africa. FoEI's [feminist popular education manual](#) explains their vision for strengthening ecofeminist practice and analysis;
- FoEI's [pathways to system change](#) publication.
- Global Greengrants Fund publication entitled [A Holistic Approach to Funding Women Environmental Defenders](#)

## LOGISTICS

Most groundWorkers are based in Durban and Pietermaritzburg, with one in Cape Town, two in Middleburg, one in Ghana and five in Johannesburg. The organisation currently has 38 employees and contractors having experienced significant growth in recent years. Face to face meetings are limited to 2-3 times a year; but we would want to identify dates and prioritize this work over the next 18 months. Planning sessions usually take place in Durban with strategic planning in September 2024.

## PROPOSAL AND QUOTATION REQUIREMENTS

We request a quotation and short proposal based on this concept note from service providers that have experience in embedding gender work in civil society organisations. The proposal can be drafted from one organisation or include partners. Due to the complexity of the work that is envisioned to be rolled out over 18 months; we foresee collaborations from providers. Please send your email to [joan@groundwork.org.za](mailto:joan@groundwork.org.za) with the subject line: Gender @groundWork by the 15th of May 2024 COB. For inquiries, please feel free to contact the following groundWorkers:

- Azeeza ([azeeza@groundwork.org.za](mailto:azeeza@groundwork.org.za)) +27718890677; and
- Nerisha ([nerisha@foei.org](mailto:nerisha@foei.org)) +27820796465.