



Walking the Talk Project Gender, Equity, Disability and Social Inclusion (GEDSI) Analysis Consultancy Terms of Reference

Background:

Act for Peace is the international humanitarian agency of the National Council of Churches in Australia. Our vision, as set out in our Strategic Framework (2022 – 2026), is for a world where everyone belongs. To achieve this - through our change strategy - we focus on backing displaced people, building unity and working to transform the system for the benefit of displaced people.ⁱ

Act for Peace is committed to improving the safety, dignity, and rights of all people, and most specifically those affected by forced displacement related to conflict and disaster. Act for Peace values diversity and equity and promotes inclusion of all people in our work. Accordingly, Act for Peace has a [Diversity, Equity and Inclusion policy](#) which outlines our commitment in these areas.

‘As an agency committed to improving the safety, dignity, and rights of all people, and most specifically those affected by forced displacement related to conflict, disaster. Act for Peace values diversity and equity and promotes inclusion of all people in our work. Act for Peace understands that inclusion relates to power constructs which include privilege, oppression, and discrimination, which must be proactively addressed. Our commitment to inclusion applies to all aspects of our identity, our culture, and practice.

Act for Peace confirms a strong commitment to the inclusion and representation of those who are vulnerable, at risk or affected by the intersecting drivers of marginalisation and exclusion, including, and not restricted to race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class, or socio-economic status. This commitment includes recognition that interpersonal and systemic discrimination must be proactively addressed.’

Walking the Talk Project

The "Walking the Talk " project (WTT) is a global initiative focused on supporting people affected by displacement through innovative and evidence-based programmatic modalities. The primary goal is “partners lead sustainable and adaptive programming with people impacted by displacement”.

The WTT project has been running since July 2022. The Phase 1 three-year focus was on enhancing the agency of partners, improving their responsiveness to displacement-related needs, and integrating a rights-based approach to programming. By focusing on the flexibility, resilience, and sustainability of partners, the project aimed to make long-term, sustainable improvements in how displacement issues are addressed in the target regions.

The project has included a focus on mutual learning between Act for Peace (AfP), our partners, and other stakeholders, ensuring that affected populations have a meaningful role in both the approach and outcomes. These initiatives aim to enhance local responses to displacement and improve the overall protection and assistance provided to displaced populations.

The Phase 2 Theory of Change was developed in June 2025 and sets out causal pathways towards the overarching goal of the Walking the Talk program, which is: “Partners lead sustainable and adaptive programming with people impacted by displacement”. To achieve this, Act for Peace and its partners have identified three interconnected and interdependent pathways of change that form the End of Program Outcomes (EOPO):

- **Voice and Influence:** strengthening voice, agency and leadership of people impacted by displacement to shape policy and discourse around displacement.
- **Programming:** enabling partners to lead and adapt high-quality programming responsive to evolving local contexts.
- **Institutional Strengthening:** supporting the systems, processes and resources needed for effective, sustainable leadership by partners.

These pathways are not linear or siloed; they are mutually reinforcing and interdependent; they also build on the strengths and progress made during Phase One of the program, to lead to tangible improvements in the relevance, quality and sustainability of activities engaging people impacted by displacement through Walking the Talk.

The Theory of Change is underpinned by principles that guide all aspects of Walking the Talk: mutual accountability; respect and trust; collaboration; inclusion and safety for all; openness to innovation, new technologies and continuous improvement; and flexibility and responsiveness. These principles reflect a deep commitment to decolonising aid and shifting power to affected communities, fostering equitable partnerships between Act for Peace and their partners and ensuring Phase 2 of the program delivers meaningful, lasting change for communities affected by displacement. To realise the Theory of Change, interventions will be selected for their relevance and likely effectiveness in the local context of partners working with people impacted by displacement. A foundational activity that will underpin the Theory of Change, and all programming delivered under Walking the Talk, will be to refine the Act for Peace partnership approach to ensure it maximises partner agency, leadership and visibility.

Act for Peace has recently commissioned an Evaluation of Phase 1 of Walking the Talk. The recommendations from this evaluation have informed the future phase design. The Evaluation report provided the following recommendation:

If GEDSI is to remain as a focus in the next phase, use the established GEDSI analysis to define GEDSI-specific outcome/s in the revised TOC aligned with WTT commitment to measure progress, and clearly define how shifts in gender norms, disability inclusion, and social participation will be achieved in each context with the relevant partner.

Articulate key GEDSI-related assumptions and risks to inform strategic planning, program design, and partner capacity strengthening. Strengthen monitoring systems with indicators that move beyond gender disaggregation to track participation, leadership, influence, and changes in power and agency.

Purpose of this consultancy:

The purpose of this consultancy is to conduct a GEDSI review for its global project, Walking the Talk:

- Develop a plan for conducting a GEDSI analysis for a global project with participating

- partners in 16 countries globally
- Coordinate GEDSI analysis including Act for Peace staff and any partner staff as needed
- Provide recommendations for strengthening GEDSI elements of the project

Scope:

This Consultancy is to conduct a GEDSI Analysis on global project Walking the Talk guided by the newly created GEDSI Tool.

Expectation is that this work will take 5 days. We hope it can be completed by end October 2025.

Act for Peace will provide:

- Walking the Talk Theory of Change
- Walking the Talk Evaluation Phase 1
- GEDSI Analysis tool
- AdPlan comments and responses from ANCP

Deliverables:

The deliverables of this Consultancy include:

1. Prepare a plan for GEDSI Analysis of global project including methodology and reasonable accommodations as needed
2. Undertake GEDSI analysis and provide GEDSI Analysis report including introduction, desk review, key analysis questions, assumptions and risks, methodology, recommendations for GEDSI-specific outcomes including how these will be monitored

Payment milestones:

50% payment on commencement of assignment

50% on completion of all outputs – this is payable based on the approval by Act for Peace of the deliverables (including two rounds of feedback from AfP and having all written comments incorporated by consultant).

Skills and Experience:

- Qualifications in gender equality, social inclusion
- Experience in the community development sector conducting GEDSI analyses

Expressions of Interest should include:

- A proposal including methodology
- Timeframe for undertaking the assignment, including number of days to complete (must be completed by 30 September 2025)
- A quote / costing for total fees to undertake the assignment
- CV for each consultant(s) involved in delivering the assignment

Enquiries regarding this consultancy should be directed to:

Aletia Dundas a.dundas@actforpeace.org.au EOIs to be submitted by 22nd September 2025.

Safeguarding Risk Assessment:

| Child Safeguarding | PSEAH |
|---|---|
| <input checked="" type="checkbox"/> Low | <input checked="" type="checkbox"/> Low |
| <input type="checkbox"/> Med | <input type="checkbox"/> Med |
| <input type="checkbox"/> High | <input type="checkbox"/> High |
| <input type="checkbox"/> Very High | <input type="checkbox"/> Very High |

Act for Peace takes the prevention of fraud and the protection of sexual misconduct, harassment, and child safeguarding seriously. Engagement of the consultant/contractor is conditional upon the outcome of relevant background checks. Strict adherence to our Codes of Conduct, Safeguarding (Child Safeguarding and Prevention of Sexual Exploitation, Abuse and Harassment) Policies and the Privacy Policy is mandatory.

We welcome expressions of interest from people with a lived experience of displacement. Act for Peace also recognises that many of the people working for our partner organisations and in the communities they serve are displaced or at risk of displacement. Experience with a trauma informed and displacement sensitive approach to working with small-medium international civil society organisations is desirable.

For our full Policies set please see: <http://www.actforpeace.org.au/our-policies>

ⁱ <https://actforpeace.org.au/app/uploads/2021/12/afp-strategic-framework-fy22-26.pdf>