

Request for Proposal Development of GESI/DEI Policy Framework for the Ipas Network

A. Background

Ipas works to advance reproductive justice by expanding access to abortion and contraception, using a comprehensive approach that addresses health, legal, and social systems. We believe every person should have the right to bodily autonomy and be able to determine their own future. Across Africa, Asia, and the Americas, we work with partners to ensure that reproductive health services, including abortion and contraception, are available and accessible to all.

Ipas is committed to shifting power through the ways we conduct our work. We've evolved our organization to become a decentralized global network, with power and leadership shared across the many countries where we work. We put the people closest to our work at the center, listening to and amplifying local voices, experiences, participation, and leadership. We seek to shift power and share leadership, explicitly applying reproductive justice and human rights frameworks to our work.

In FY25, Ipas conducted a network-wide Gender Equality and Social Inclusion (GESI) and Diversity, Equity, and Inclusion (DEI) audit. This audit was an important milestone in our collective journey toward building a stronger, more inclusive, and equitable organization. In FY26, we are excited to move forward with key recommendations that would serve as a foundation for broader efforts ahead.

Accordingly, Ipas is seeking an experienced consultant or consulting firm to support in the **development of a GESI/DEI Policy Framework for the Ipas Network**. This framework should be grounded in our organizational values, our commitment to justice, equity, power-shifting, and shared leadership, strengthening implementation systems, and ensuring a human-rights-based approach to institutional accountability. A diverse team of Ipas staff will support the development of the policy framework by offering guidance and feedback throughout the process.

B. Period of Performance

The performance period is expected to begin on or around December 1, 2025, and continue through approximately April 30, 2026. All work must be completed within this time frame.

C. Place of Performance

The consultancy will be conducted remotely, i.e., from the consultant's place of business, and will not require any local or international travel

D. Scope of Work



The primary goal of this consultancy is to develop a comprehensive, intersectional, and actionable Global DEI/GESI Policy Framework in close collaboration with Ipas staff. The policy framework should incorporate recent GESI/DEI audit findings and recommendations, align with best practices from global and sectoral organizations, legal requirements, and the organization's strategy and values, and institutionalize accountability mechanisms for global, regional, and node-level implementation.

Key Tasks and Activities:

The consultants will facilitate a participatory process to develop a network-wide GESI/DEI policy framework. The key tasks and activities of this process will include:

- Engage with staff and key stakeholders during the consultancy to gather insights and feedback during the review of organizational policies, procedures, and frameworks, and the consultancy process; conduct consultation meetings to receive feedback on deliverables described below.
- Embed shared leadership, intersectionality, decoloniality, feminist, and reproductive justice principles and practices in the new GESI/DEI policy framework.
- Identify concrete areas of enhancement in existing policies based on audit findings and recommendations, best practices, and organizational strategy and values.
- Develop a comprehensive network-wide GESI/DEI policy framework that clearly defines Ipas's GESI/DEI vision statement, shared principles and definitions, strengthens policies and procedures, and advances network accountability mechanisms as informed by global and sectoral experiences and best practices.
- Draft new policies, as needed, to incorporate findings and recommendations from the recently conducted GESI/DEI audit and to ensure alignment with Ipas's strategy and guiding values. Key areas of focus include:
 - Developing accessible, confidential, and culturally appropriate grievance and feedback mechanisms.
 - Creating inclusive workplace practices that contribute to psychological safety and provide mental health support.
 - Expanding opportunities for transformative feminist leadership and professional development among women, young people, Indigenous peoples, people with disabilities, and other groups within the organization.
 - Developing consistent and transparent mechanisms to ensure equity in hiring, retention, compensation, professional development, and promotion at the node and global levels.
- Develop a network-wide GESI/DEI monitoring and accountability system that includes clear processes for tracking progress, ensuring transparency, evaluating impact, and enforcing compliance with GESI/DEI policies to promote accountability at all levels and across the network.

E. Technical Requirements

The consultant should have:

- Advanced degree in gender studies, human rights, organizational development, or related fields.



- At least 10 years of experience developing organizational GESI/DEI strategies and policies for international NGOs in global contexts.
- Demonstrated expertise in feminist, intersectional, and decolonial approaches.
- Experience designing grievance/feedback systems and equity-focused HR processes.
- Strong analysis and facilitation skills with multicultural and geographically dispersed teams.
- Excellent communication and report-writing abilities in English (working knowledge of French, Portuguese, and Spanish languages preferred).

F. Deliverables and reporting

The consultants are expected to provide the following deliverables according to the due dates.

DELIVERABLES	DUE DATE
Deliverable 1: Reviewed methodology, timeline, and work plan.	12 December 2025
Deliverable 2: A brief report detailing the plan to integrate GESI/DEI audit findings, incorporate best practices, ensure alignment with organizational strategy and values, and outline a draft policy framework.	16 January 2025
Deliverable 3: Global GESI/DEI Policy Framework with all new and revised policies and accompanying materials for internal dissemination.	12 March 2026
Deliverable 4: Final consultancy report and recommendations	30 April 2026

G. How to Submit a Proposal

Consultants will be selected through a competitive bidding process.

Ipas invites qualified consultants or consulting firms to submit a brief proposal that includes their approach and methodology, a summary work plan and timeline (including review periods and staff consultations), and a projected budget. Proposals should also highlight relevant experience and expertise, provide list of the proposed project team, their resumes, and include at least two references from recent clients with similar projects. The fee should be fixed and quoted in US dollars.

H. Evaluation Criteria

A. Technical Proposal (75 points)		
Category	Sub-Criteria	Description / Indicators
A1. Relevant Experience of the Consultant	• Experience in developing GESI or DEI policies, frameworks, or strategies for NGOs,	20

	international development, or donor-funded organizations. • Demonstrated experience working with multicultural or rights-based organizations. • At least two similar assignments completed in the last five years	
A2. Proposed Approach and Methodology	• Demonstrated understanding of the assignment objectives and context. • Soundness, clarity, and practicality of the proposed methodology and work plan. • Inclusion of participatory and consultative methods. • Feasible implementation timeline aligned with expected deliverables.	25
A3. Qualifications and Experience of Key Personnel	• Lead Consultant: Minimum 10 years of experience in GESI, DEI, organizational development, or related areas. • Supporting team members (if any): Relevant expertise in gender analysis, inclusion frameworks, facilitation, and communication. • Demonstrated ability to deliver high-quality analytical and policy outputs.	15
A4. Understanding of Context and Alignment with Ipas's Mission	• Clear understanding of gender, equity, and inclusion issues within the global health and reproductive rights context. • Demonstrated alignment with Ipas's mission, feminist principles, and rights-based approach.	15



	• Appreciation of cross-cultural dynamics in organizational DEI work.	
B. Financial Proposal (25 points)		
	• Cost reasonableness and value for money. • The Lowest Evaluated Responsive Bid will receive the maximum score of 25 points.	25

I. Submission Deadline

Application with the technical and financial Proposals must be submitted through the Ipas Procurement Portal by 5:00 PM EST on Monday, November 17, 2025.

