ORGANISATIONAL CONTEXT
ECPAT International is a global network of organisations working together for the elimination of the sexual exploitation of children (SEC) in all its manifestations i.e., exploitation of children in prostitution, online child sexual exploitation, sale and trafficking of children for sexual purposes, sexual exploitation of children in travel and tourism and some forms of child, early and forced marriage. The ECPAT Network currently consists of 125 members working at national and local levels in 104 countries.

The ECPAT International Secretariat coordinates the global work of the organisation and its office is based in Bangkok, Thailand. The Secretariat designs and implements global and regional level programmes, and undertakes programming, advocacy and research and facilitates a range of network initiatives. While the Secretariat office is based in Thailand, about half the Secretariat team work from their home-countries across the world.

CONTEXT OF THE CONSULTANCY
ECPAT International recently developed a Value Statement on the importance of Diversity, Equity, and Inclusion for the work of the organisation, its mission, as well as for the well-being of its staff.

As ECPAT’s International Secretariat we recognise that our strength lies in the diversity of the people who make up our global network, staff, and volunteers.

We are committed to being an inclusive workplace where staff of all backgrounds and cultures can strive and be themselves. This means we will challenge ourselves to do better and to continue learning, to create and maintain a working environment steeped in respect, tolerance, safety, and where staff are valued equally.

Some members of the ECPAT team constituted an internal Working Group on Diversity, Equity, and Inclusion, who supports the Human Resources Manager in defining key actions to ensure that the Value Statement is understood, applied and implemented.

The ECPAT team organises a staff retreat once a year to develop strategic planning and ensure stronger collaboration and cohesion amongst its team members. In 2024, the ECPAT International staff retreat will take place at ECPAT principle office in Bangkok, Thailand, from 29th January to 9th February.

OBJECTIVE
To ensure ECPAT’s commitment to Diversity, Equity and Inclusion, the organisation is looking for a qualified individual to understand the current organisational dynamics and challenges and to guide and
support the development of an initial action plan with key steps for the way forward. The specific objectives of this consultancy are:

1. **The organisation and facilitation of a half-day participatory session** for the whole ECPAT team aiming at:
   - Gathering the perception of issues related to diversity, equity and inclusion among ECPAT team members, as well as conscious and unconscious biases;
   - Observing and identifying communication, gender, hierarchy and power dynamics – among others – that might be present amongst ECPAT team members;
   - Stimulate an initial participatory conversation around issues of diversity, equity and inclusion, including effective intercultural communication.

2. **Support the ECPAT Working Group and the Human Resources Manager** in:
   - Identifying key issues related to diversity, equity and inclusion in the internal dynamics of the ECPAT team;
   - Defining key action points for long-term changes and immediate next steps (especially in terms of human relations and dynamics) to ensure the implementation of the new ECPAT Value Statement on the importance of Diversity, Equity, and Inclusion;
   - Defining key internal and external resources that would need to be mobilised to ensure the implementation of an action plan on diversity, equity and inclusion.

**KEY DELIVERABLES**

1. One half-day participatory session with the whole ECPAT Team is delivered and facilitated during the 2024 ECPAT Staff Retreat in Bangkok, Thailand. Ideally the session would include one portion for all staff and one portion for people’s managers;
2. A brief written assessment of the observations made during the participatory session;
3. One meeting with the ECPAT DEI Working Group and the ECPAT Human Resources Manager is organised following the session;
4. Key action points and items are identified (and included in the brief) and defined to guide the ECPAT Working Group and Human Resources Manager to implement the Value Statement (initial steps, mobilisation of resources needed for implementation and long-term objectives).

This assignment will be carried out between mid-January and end of April 2024

**PROCESS**

The selected consultant will work in close collaboration with the ECPAT Working Group and Human Resources Manager to refine approach and methodology and agree on exercises and activities to be conducted during the in-person session. The selected consultant will receive briefing and contextual information (in written and during online meetings) before the sessions.

- It is essential that the methodology of the session is participatory in nature and takes into account different possible hierarchy and power dynamics;
- The methodology of the session should include one portion for all staff and one for people managers.
➢ The methodology of the session should proactively encourage team members from different countries, cultures to engage in the activities in a safe and sensitive manner;
➢ The methodology should have a focus on inter-cultural communication and gender considerations.

**ADDITIONAL INFORMATION**

- This is a home-based position using its own equipment. The consultants should be available for an in-person session in Bangkok (travel costs will not be reimbursed). Bangkok based consultants are thus preferred.
- The Consultant is expected to act at all times in a manner consistent with the values of ECPAT International and in compliance with the organisation’s policies and procedures including Child Safeguarding Policy and the Code of Conduct.

**APPLICATION:**

**EXPRESSISON OF INTEREST:** please send to vacancy@ecpat.org

- CV detailing relevant experiences
- Financial proposal in USD

Mention in the subject header: Your name and “DEI consultancy”

**Deadline: 14 January 2024**

Please note applications will be reviewed on a rolling basis

ECPAT International is committed to keeping children safe. The selection process reflects our commitment to the safeguarding of children.