**Terms of Reference**

**Decolonising our work: EAPPI UK & Ireland**

**Background**

The international Ecumenical Accompaniment Programme in Palestine and Israel (EAPPI) has been running since 2002. The EAPPI sends Ecumenical Accompaniers (EAs) from around 25 countries to live in Palestine for 3 months at a time. Their role is to monitor and report on human rights abuses, provide protective presence, support Palestinian and Israeli peace activists and, on their return home, advocate for a just peace and an end to the occupation. It was set up by the [World Council of Churches](https://www.oikoumene.org/what-we-do/eappi) in response to an appeal from Palestinian church leaders to create an international presence in the country.

The programme is guided by principled impartiality, within the framework of international humanitarian and human rights law. The EAPPI UK and Ireland office was established in 2003 and is managed by Quakers in Britain on behalf of 16 partners. We advocate for the end to the military occupation of Palestine (the West Bank, East Jerusalem, and Gaza) and for a time when both Israelis and Palestinians enjoy a just peace with freedom, dignity and security based on international law. For more information see <https://www.quaker.org.uk/eappi/>.

As a programme, EAPPI UK & Ireland functions within British society, which has been shaped by British imperialism, and in a world region which has been profoundly damaged by colonialism. For this reason we cannot escape the effects of colonialism. We have begun some of this work internally, including through efforts to incorporate anti-oppressive practices in our recruitment and training, promoting learning on these issues internally and working with colleagues in other EAPPI offices to address issues of oppression, privilege and colonialism in the wider EAPPI programme. We know that decolonization is a process and a short project won’t fix everything, but we have identified a need for expertise on decolonization and anti-oppression work and an external perspective to help us understand the next steps we could take.

**Project description**

The project will review, research, assess and make recommendations for decolonising the work of EAPPI UK & Ireland:

* **Desk review:** A review of current EAPPI UK & Ireland practices, processes and policies including regarding recruitment of EAs, preparation and training of EAs, advocacy, staff working practices, finances, the relationships of the UK & Ireland parts of the programme, the relationship of the UK & Ireland office to the wider international programme, branding and communications.
* **Gathering others’ input:** Interviews and survey with contacts including colleagues in the EAPPI Jerusalem office and other EAPPI country offices and UK & Ireland EAs.
* **Next steps:** Developing recommendations for decolonising EAPPI UK & Ireland.

We understand decolonisation to mean gaining awareness and understanding of how colonial, racist and other oppressive structures and attitudes continue to play out in every aspect of our work today, from recruitment and workplace culture, to how decisions and policies are made, and what areas of work get prioritised and why, and, once we have that understanding, to addressing and dismantling those structures and attitudes.

The project will be intersectional, addressing how a range of oppressions interact in the broader framework of our colonial background. In particular the project will specifically address class and antisemitism, covering policies and practices which are exclusionary to working class people, and addressing how we can ensure that work to oppose antisemitism is adequately included in our anti-oppression and anti-colonial work.

Our [international accompaniment model](https://www.eappi.org/en/our-model) relies on passport privilege, which in itself is a product of colonialism, and we recognize that more work needs to be done at the international level on interrogating this. However we anticipate that this project will focus on steps which the EAPPI UK & Ireland office can take to decolonise our work as part of a programme providing accompaniment rather than on broader questions about the model of international accompaniment itself.

**Methodology**

The consultant will be responsible for driving and implementing the project, and will keep EAPPI UK & Ireland updated and seek feedback and input at all stages. We propose the following methodology:

**Stage one: Desk review**

* The consultant will meet with EAPPI UK & Ireland staff for an induction to the programme, its structure and working methods.
* EAPPI UK & Ireland staff will provide the consultant with materials to review, including documents related to training and recruitment, communications materials, information on the anti-oppression and anti-colonialism work undertaken so far and a suggested list of contacts to interview and survey during stage two.
* The consultant will review the materials and request any further information needed.
* The consultant will present EAPPI UK & Ireland with initial findings, discuss further areas of exploration and agree the areas to investigate and key contacts to interview and survey during stage two.

**Stage two: Gathering others’ input**

* The consultant will draw up a list of proposed interview questions and a draft survey and request input and feedback from EAPPI UK & Ireland and strategic partners before finalising them.
* The consultant will carry out 8-15 interviews with the key contacts identified during stage one.
* The consultant will carry out an online survey, to gather input from a broader selection of people than can be reached through interviews.
* The consultant will present the results of interviews and the survey and implications of these for recommendations for next steps to EAPPI UK & Ireland.

**Stage three: Next steps**

* The consultant will produce a draft of the project report to EAPPI UK & Ireland for feedback and input.
* The consultant will incorporate feedback and input and produce a final report as outlined below.

**Project outputs**

The consultant will deliver a report on the project including recommendations on how EAPPI UK & Ireland can begin to decolonise our work and what specific next steps to take towards this aim. We envisage that the report will include the items listed below, but we are open to discussion about the list and in particular to including additional topics which emerge as important during stages one and two of the project.

* Outline of the ways in which colonial, racist and other oppressive structures and practices play out in the work of EAPPI UK & Ireland, based on information reviewed and gathered in stages one and two of the project.
* Analysis of the working culture, practices and style of our staff team.
* Recommendations for training EAs on oppression and colonisation, covering areas including anti-racism and opposing antisemitism.
* Guidance on language to use in relation to decolonisation and anti-oppression work.
* Recommendations for ensuring our recruitment, preparation and support processes are anti-oppressive and inclusive, including for people of colour and working class people.
* Recommendations about our advocacy, messages and targets.
* Critique of our communications and branding, including the portrayal of people in pictures.
* Recommendations on our decision structures and policy making, and broader partnerships.
* Analysis of how work to oppose antisemitism intersects with broader decolonisation work, and recommendations on how we can ensure this is adequately covered in our work.
* Key issues to focus on in relation to the wider international EAPPI programme. We anticipate that these will include finances, training for EAs and other national offices and support of EAs, especially those from marginalised communities.

**Timeline and budget**

To start in early 2022, with the final report due by 30th June 2022.

We anticipate this consultancy project to take up to a maximum of 40-60 days. The budget for this work will not exceed £12,418 including VAT and all related costs and expenses.

There is a short supplier ‘onboarding’ process with which the consultant will need to engage, with support from Quaker staff.

The consultant should be based in the UK or Ireland, or be extremely familiar with the charity sector and broad societal norms in either place.