



## Terms of Reference

### Consultancy to support the development of a position paper on Female Genital Mutilation, Racism and Intersectionality

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#### 1. End FGM European Network

The End FGM European Network (End FGM EU) is an umbrella network of 30 national organisations working in 14 European countries and who are expert on Female Genital Mutilation (FGM). End FGM EU operates as a meeting ground for communities, civil society organisations, decision-makers and other relevant actors at European level to interact, cooperate and join forces to end all forms of FGM in Europe and beyond. We put at the heart of our work grassroots voices to influence European governments and policy-makers to work towards the elimination of FGM. We build our members' capacity, offer spaces to share expertise and develop partnerships.

While being dedicated to being the driving force of the European movement to end FGM, we are equally committed to build bridges and cooperation with all relevant actors in the field of FGM both in Europe and globally. In this sense, we actively promote and foster cooperation between the European movement and movements in other regions of the world.

#### 2. End FGM EU Position Paper on FGM, Intersectionality and Racism

End FGM EU have functioning working groups on various topics, regarding ending FGM in Europe. A new working group will be formed this year on FGM, Intersectionality and Racism (including Islamophobia and anti-Migrant discrimination). As part of this group, End FGM EU members will create a short paper on the intersectionality of Female Genital Mutilation with a focus on Racist Discriminations and Violence. This paper will explore, through the lens of intersectionality, the impact of racism and other discrimination on the work to end FGM and support affected communities and Survivors. From such analysis, this paper will pull out concrete recommendations to ensure that Racism is properly addressed both when advocating against the practice and when preventing and responding to it.

More concretely, the objectives of the paper are to:

- Present the diversity of people affected by FGM and/or working to put an end the practice in Europe and beyond.
- Identify the added challenges created by Racism for activists, affected communities and Survivors of FGM.
- Identify the specific needs created by these challenges in particular regarding access to information and resources.
- Initiate an understanding of intersectionality as a lens and tool to effectively address these challenges and respond to these needs.
- Initiate an exploration of other forms of discrimination which could be creating barriers.
- Put forward concrete recommendations to EU institutions and other stakeholders within the movements against FGM to account for intersectional discrimination and in particular Racism in their work.
- Develop an End FGM EU position statement on FGM, Intersectionality and Racism.

### 3. Expected Deliverables

The aim of this consultancy is to carry out the research with the support of End FGM EU and the dedicated new Working Group as well as producing a final paper on the topic.

It is expected that the consultant will undertake the following tasks:

1. Refine the definitions of concepts such as intersectionality, racism, islamophobia, anti-Migrant discrimination as they relate to FGM and agree upon them with members of the WG.
2. Conduct research, including interviews with End FGM EU members, other actors of the anti-FGM movement and community members (such as our Ambassadors).
3. Attend relevant WG meetings (around 3) to report to the members around the work conducted.
4. Draft a position paper on FGM, Racism and Intersectionality (max 6 pages) including the following sections:
  - a. Definition of concepts intersectionality, racism, islamophobia, anti-Migrant discrimination;
  - b. Problematisation of those concepts as they relate to FGM in Europe (including quotes and testimonies gathered through short interviews);
  - c. End FGM EU position statement on FGM, Racism and Intersectionality;
  - d. Key recommendations.

### 5. Material available

Some relevant existing materials will be available for the Consultant:

- Toolkit and brochure of the #EndFGM4All campaign
- Concept Note for the position paper
- Position Paper on Community Engagement (including some reflections on discriminations)
- State of World Population report 2020: "Against My Will" (including insight on the diversity of FGM affected-communities)
- Guide on Addressing common myths and misconceptions on FGM

### 4. Expected timeframe

- **By mid-May:** plan the research, finalise definitions and agree on next steps.

- **By mid-November:** finalise the research with the support of End FGM EU and WG members.
- **By end-December:** finalise the position paper.

The consultancy should start as soon as possible.

## 5. Proposal submission

To be considered for this service, the applicant must:

- Send an email with an expression of interest to Chiara Cosentino, Head of Policy and Advocacy (see email below).
- Send their updated CV highlighting expertise in relevant research on issues of racism and intersectionality – knowledge of GBV would be an asset.
- Indicate their rate/payment expectation for this consultancy.
- (Optional) Provide any evidence of previous relevant research they have carried out (in English) around this issue.

**The proposal must be submitted electronically in English to [ccosentino@endfgm.eu](mailto:ccosentino@endfgm.eu) by 31 March 2021**