



## **Scope of Work - Equity and Inclusion Consultant**

### **Background**

Seed Global Health envisions a world in which every country is strengthened by a robust health workforce to best meet the health needs of its population. Seed educates a rising generation of health professionals to strengthen access to quality care to improve health and save lives.

Over the last decade, Seed has forged deep partnerships and co-designed impactful programs to address the unacceptable health equity gaps that impact sub-Saharan Africa. Hand-in-hand with national governments, local academic and clinical leaders, fellow civil society organizations and philanthropic partners, Seed has established and transformed health workforce training programs in seven countries, training over 34,000 nurses, midwives and physicians serving a catchment of nearly 73M people.

Seed Global Health's current strategic plan expires this year as we find ourselves at a pivotal and quickly evolving moment for the global health workforce landscape. Over the last several months, Seed has continued to increase our presence and strengthen our reputation on the global stage, both deepening impact in our ongoing work but also playing an increasingly central and visible role coordinating global actors to champion an African-led compact for the health workforce of the future.

As Seed grows, we are keen that we continue our journey to advance equity and inclusion through our work. For far too long, global health and development work has been structured in a way that perpetuates power dynamics, with decision making happening far from those most proximal to the challenges and opportunities in health systems. Recognizing this deeply entrenched inequity, Seed has identified this strategic planning period as an ideal time to facilitate an organization-wide conversation about how best to realign and refine our strategy, structure, leadership, decision making and business practices to ensure they are reflective of our organizational values and are positioned to advance our impact.

## **Qualifications and Project Scope**

Seed seeks to engage a deeply experienced facilitator who can — in parallel with our broader planning process — lead us in a strategic conversation about how to proactively and tangibly advance equity, inclusion, and decolonization at Seed Global Health — both in our workplace and through our work itself.

This equity and inclusion consultant will guide our organization through a participatory 1-2 month discovery process, leveraging both internal Seed feedback and resources as well as outside research and best practice to produce a set of findings and recommendations for consideration over the next five years of Seed's growth. We are keen that the recommendations do not sit on a shelf, and are actionable and that Seed is able to leverage the output to guide decisions.

The ideal candidate will have experience in actively engaging and leading both small and large teams in facilitation of potentially challenging conversations and encouraging out-of-the-box thinking and candor. The candidate should have a background in global development (experience in global health is a plus), with an understanding of how international nonprofits operate, the movement toward localization, and how organizations can best advance a strategy to decolonize their work.

Key tasks will include —

- Leading an initial research and discovery phase, including review of the equity and inclusion work Seed has engaged in over the past five years, such as DEI surveys and working group outputs;
- Engaging current team members (both leadership and broader staff) and potentially other external stakeholders such as local partners and donors to understand and articulate where Seed currently stands on its equity and inclusion journey;
- Participating in broader Seed strategic planning sessions to understand where there are opportunities to incorporate equity and inclusion components within the five-year plan;
- Presenting initial findings and recommendations to Seed staff and strategic planning committee ahead of strategic plan completion;
- Engaging the Seed leadership team during the review phase to articulate specific areas in which the leadership team can take accountability for, and advance equity and inclusion objectives of the organization;

- Consolidating any edits, and producing a final report with findings and recommendations for the organization over the next five years.

### **Timeframe**

Ideally, we would take on this work from July - September 2023, a window of opportunity to work in parallel with Seed's five-year strategic planning process so that findings from one process can inform the other, and vice versa. Our aspiration is for equity and inclusion recommendations to be seamlessly built into the overall strategic plan alongside other objectives.

### **Contact Us**

Please send any questions about this scope of work to Lauren McKown, Managing Director, Development at [lmckown@seedglobalhealth.org](mailto:lmckown@seedglobalhealth.org), and to apply, please share a CV, short letter of interest, and recommendations/references from 2-3 other organizations you have advised.