

Help the Digital Freedom Fund decolonise its internal processes and grantmaking!

The Digital Freedom Fund works to advance digital rights through strategic litigation in Europe. We do this through grants to support the legal, advocacy, research, and other costs involved in litigation; through facilitating litigators' access to pro bono legal support; and through facilitating skill development and networking in the digital rights field.

The digital rights field in its current form shows a clear underrepresentation – if not total absence – of a number of constituencies of marginalised communities. More generally, an intersectional approach to digital rights issues is lacking. This is an alarming situation: the digital rights field cannot properly serve its “watchdog” function of protecting human rights for all in online and networked spaces if its composition causes it to have too many shortcomings.

To address this, DFF and its project partner EDRi in 2019 started an initiative to begin a decolonising process for the digital rights field. DFF is also seeking to make internal changes, for which it is looking for **one or two consultants to map out areas for improvement and provide recommendations for DFF to start decolonising its grantmaking and internal organisational processes.**

The consultancy can be done remotely.

Role Description

Philanthropy, and grantmaking in particular, has structurally been defined by unequal access to resources, the result of an uneven distribution of power. The financial dependency it generally creates, generates specific barriers for organisations with few to no paid staff, led by people from, and working with, marginalised communities. If these dynamics are not addressed, grantmaking becomes one more instrument that reinforces mechanisms of exclusion, instead of a means of support towards sustainable change.

DFF and EDRi are facilitating an initiative working towards [decolonising the digital rights field](#).

As a funder, DFF [recognises](#) the need to transform its grantmaking and organisational processes to align with the goals of this initiative and better support all types of organisations which work to strengthen digital rights.

The selected consultant will carry out the following tasks.

1. Map areas for improvement in DFF's:
 - a) **Grantmaking** – including the scope of intervention, application process, selection criteria, the duration of grants, reporting procedures and our accountability processes
 - b) **Internal organisational practices** – including recruitment processes, communication and informational tools, working methods and processes, staff leave policies and support plans.

To fulfil these tasks the consultant will have the opportunity to speak to team members, have access to DFF materials and carry out interviews with relevant stakeholders.

2. Following the mapping, provide multi-step recommendations:
 - a) **Grantmaking** – to move towards a more reparational form of grantmaking that relies on equitable relationships with grantees and works towards correcting existing unequal power dynamics;
 - b) **Internal organisational practices** – to redefine the workplace as a space for learning, personal growth, and power-sharing, able to welcome conflicts as opportunities to transform.

Candidate Profile

- In-depth experience of anti-racist, feminist and/or decolonising practices and processes in organisational environments (workplace, collective etc.)
- In-depth experience of anti-racist, feminist and/or decolonising practices and processes in funding
- Demonstrable experience in successful counselling of organisations engaged in impactful social change
- Critical knowledge of the non-profit sector
- Excellent communicational skills

How to apply

Please visit our job portal at <https://digitalfreedomfund.bamboohr.com/jobs/view.php?id=24> to apply. You will be asked to provide:

- CV
- 1-2 examples of previous, relevant work
- Work plan outline, draft methodology (max 4 pages total)
- Estimated number of hours and hourly rate
- Names of two professional references

The deadline for applications is 1 October 2021. The consultancy is meant to begin in November/December 2021.



<https://digitalfreedomfund.org>
https://twitter.com/df_fund
info@digitalfreedomfund.org