



# Call for Proposals

InterAction, From Pledge to Action Project: Initiating Change Grants

## INTRODUCTION

InterAction is the largest alliance of international NGOs and partners in the United States, with over 180 members who work across the development and humanitarian landscape.

InterAction has been working with members and others in the sector to address sexual harassment and abuse for over a decade. In March 2018, a taskforce of CEOs from InterAction member organizations launched a [Pledge on Preventing Sexual Abuse, Exploitation, and Harassment by and of NGO staff](#). Now signed by 139 CEOs, the Pledge outlines aspirational commitments towards sustained and significant changes by ensuring policies, procedures, and practices are strengthened, transparency and accountability enhanced, and root causes of harassment and abuse are addressed so that our offices and programs are safer spaces for all.

In early 2019, InterAction launched its three-year project, From Pledge to Action. The objectives of this program is to work with member organizations and the broader humanitarian and development community to realize our global safeguarding objectives by building consensus around best practices and embed sustainable solutions within our institutions.

Key components of the From Pledge to Action project are two sub-grant mechanisms:

- **Initiating Change grants:** This is the funding opportunity relevant to this Call for Proposals. These grants will support organizations to invest in small scale, key initiatives that facilitate their progress towards meeting the commitments of the Pledge.
- **Piloting Solutions grants:** Awards to individual organizations, or a collective of members, will fund programs piloting solutions to prevent and respond to sexual harassment and abuse, with the potential for learning and scale up by the broader community.

This “*Call for Proposals for Initiating Change*” grants are soliciting applications from signatories of InterAction’s CEO Pledge and member organizations, with the objective of funding impactful and learning centered projects through 2021. In 2019 InterAction awarded seven Initiating Change grants to organizations to bolster and/or build upon their sexual harassment, exploitation, and abuse (SHEA) policies, practices, and trainings in a concerted effort to bring about organizational culture change.

## ELIGIBILITY CRITERIA

Proposals are welcomed and encouraged from any organizations that meet the following requirements:

- CEO is signatory to InterAction CEO Pledge.



- Organization is a member in good standing with InterAction<sup>1</sup>.
- Organization staff actively participate in InterAction events and working groups related to furthering the CEO Pledge.
- Organizations can demonstrate, through actions or funding, their need for the development of internal policies and procedures and/or, can demonstrate a contribution to the success of the proposed program.
- Organization has demonstrated need for an evaluation and/or testing of newly revised procedure, protocol, or process related to the CEO Pledge.

### **ELIGIBLE PROJECTS AND ACTIVITIES**

Activities that can be supported through this Call are not limited to a particular project design or approach. A wide range of projects that contribute to organizational capacity building, systems strengthening, or quality improvement will be considered.

Proposed activities may focus on:

1. prevention of sexual exploitation and abuse of beneficiaries and others associated with the organization's core programs or
2. Be directed at addressing sexual harassment within the organization's own workplaces.
3. Previous successful proposals include safeguarding trainings geared to the unique structure of the organization, capacity building in order to lead SHEA implementation efforts both at HQ and in-country field offices and develop workshops for senior managers and leaders around SHEA sensitives and approaches.

Project proposals should demonstrate the justification and rationale for investment, and how proposed activities are aligned with the organization's long-term capacity development strategy. This call is particularly interested in ambitious but achievable ideas with the potential to lead to significant and sustainable organizational change, that can be initiated by seed funding; with the requirement that learning be shared back into the collective through InterAction so as it inform sector wide learning.

### **BUDGET & TIME FRAME**

Applicants should submit a detailed budget of the expected costs of implementing the program, using the attached budget template (Appendix 2). As a guide, each grant awarded is not expected to exceed \$15,000.

The more prioritized activities and budgets are within the proposals the better InterAction can collectively leverage these resources to benefit multiple organizations in advancing progress on safeguarding. InterAction appreciates proposals that are conscientious of the benefits for the wider community.

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<sup>1</sup> If organization is not a member of InterAction, are they member of other NGO consortia and have the signed on to the CEO Pledge or similar



InterAction expects funded programs to start by the beginning of March 2019. The timeframe for program implementation should be between 1-9 months.

## HOW TO APPLY

Proposals should be submitted electronically to [FromPledgeToAction2019@interaction.org](mailto:FromPledgeToAction2019@interaction.org) with Soshana Hashmie, [shashmie@interaction.org](mailto:shashmie@interaction.org) cc'd. All email submissions should be titled "Initiating Change Grant Proposal". Completed applications must be sent in Word or PDF format and be no more than three pages in length. The proposed budget may be presented in a separate Word/PDF or Excel document, using the template provided (Annex 2 and 3). No late or incomplete applications will be accepted.

Proposals should include the following components:

- Organization Point of Contact
- Project Title
- Project Timeframe
- Requested Funding
- Project Justification
- Objectives
- Activities
- Projected Results/outcomes and reportable indicators
- Potential Challenges
- Sustainability
- Budget Narrative
- Budget

**The deadline for the submission of applications is 02/07/2020, 17:00 EST.** Any applications submitted after the deadline will not be accepted. All sections of the application must be complete to be considered.

Any inquiries regarding this Call for Proposal should be sent to [FromPledgeToAction2019@interaction.org](mailto:FromPledgeToAction2019@interaction.org) with Soshana Hashmie [shashmie@interaction.org](mailto:shashmie@interaction.org) in cc by January 24, 2020. Questions will be collected, and FAQ will be released publicly by January 29, 2019.

## PROPOSAL REVIEW

Applications will be reviewed by an external Advisory Committee, comprised of subject-matter experts in sexual harassment and abuse, human resources, legal counsel, grants, sector leadership, and organizational change. All submitted proposals will be evaluated according to pre-determined scoring criteria, including the following:

- Foreseen results and impact: priority will be given to projects coherent with the organization's long-term capacity development strategy and aiming to have ambitious and sustainable impacts on the organization.
- Technical capacity to manage the funds and complete the activity: The organization should demonstrate it has managed similar amounts in the past, or that it has the capacities to do so. It should also demonstrate it will be able to meet the project deadline.
- Sustainability: Priority will be given to those organizations which clearly communicate a sustainability plan of action beyond the project, this can include future funding commitments.
- Organizational Contribution: Organizations can provide financial or in-kind contributions through dedicated staff time or subject matter expertise. Each submission will be evaluated on this component, but it will not be the sole determining factor in whether or not a project is funded.
- Participation: Organization's active participation with InterAction's From Pledge to Action working group will be a key criteria in the evaluation of proposals. Members are encouraged join and actively participate in meetings, workshops, and working group initiatives to the best of their ability.

InterAction reserves the right to bundle funding to more than one applicant where similar approaches are proposed, for the purpose of effectiveness and efficiency. Due to limited funding availability, and depending on the scope and quality of applications, InterAction will determine how many grants are awarded, in line with the overall objective of the From Pledge to Action project, to support progress amongst all members towards improved safeguarding initiatives.

Applicants will be notified of their application status in writing within six weeks of the closing date for this Call for Proposals. Notice of decision will only be provided at the completion of the entire assessment process.

#### **MONITORING, EVALUATION AND REPORTING:**

Successful applicants will liaise with the From Pledge to Action Subgrant Manager, Soshana Hashmie, as a primary point of contact, alongside other InterAction staff members.

Objectives with verifiable indicators (and baselines and targets where applicable) that enable results of the program to be reported should be included in the proposal.

An interim report will be requested mid-way through the project duration. Additionally, on completion of the project, a single end of project report should be submitted to InterAction, including results of progress against objectives. Further details of reporting requirements will be outlined in the Grant Agreement and in line with the commitments of the Grand Bargain.



**ANNEXES:**

1. Proposal template
2. Budget template
3. Budget narrative