

## **Request for Proposals Training on Cross-Cultural Communications**

**May 2019**

Europe Foundation (EPF) invites proposals from qualified organizations or individuals to conduct a series of trainings on cross-cultural communications for young people involved in its Youth Integration Program. EPF expects this assignment to be conducted during June 10-July 20, 2019, depending upon the availability of the consultants selected.

### **About EPF**

Europe Foundation's mission is to empower people to effect change for social justice and economic prosperity through hands-on programs, helping them to improve their communities and their own lives. To achieve its mission, EPF strives (1) to strengthen the capacity of individuals and institutions, empowering them to address pressing issues and (2) to mobilize relevant stakeholders in issue-based dialogue, through raising public awareness and creating various coalitions, platforms or working groups, so as to effect positive change.

EPF's work is guided by the following approaches: (1) creating opportunities for civic participation in public policy making, (2) engaging youth, (3) fostering culture of corporate and community philanthropy, including through formation of public-private-NGO partnerships, (4) promoting evidence-based advocacy and decision making, and (5) building confidence across religious, ethnic, and community divides. Some of EPF's flagship programs include: (1) *Engage and Monitor for Change*, (2) *European Integration*, (3) *Youth Integration*, (4) *Social Enterprise and* (5) *Open Door Grantmaking*. Together, they feed into achieving the Foundation's mission and provide opportunities for Georgians to engage in social, economic, and political developments, in order to effect substantive and sustainable positive change at the local and national level.

### **Background Information**

Over the years, EPF's Youth Integration Program has greatly contributed to increased civic engagement of young people in community life. Currently, the YB Program covers the following towns and communities: Adjara, Akhalkalaki, Akhmeta, Aspindza, Bolnisi, Chokhatauri, Dedoplistskaro, Gagra, Gali, Gardabani, Gori, Gudauta, Gulripshi, Khobi, Khoni, Lanchkhuti, Marneuli, Martvili, Ochamchire, Poti, Racha, Svaneti, Sokhumi, Tkibuli, Tserovani, Tsalka and Zemo Barghebi.

To achieve the desired outcomes, EPF has been following the Youth Bank (YB) methodology, an innovative way of increasing youth participation through creating groups of young people (aged 16-21) in a given community (the Youth Banks) and empowering them with training and resources to find, fund, and oversee small youth-led initiatives that address salient for local communities' issues. The YB concept is founded on the premise that involving young people in projects they

design and manage is the most potent way to develop civic participation among youth. Thus, grantmaking serves as a mechanism with which young grantmakers improve their self-esteem and learn about leadership, team-work, fair decision-making, problem-solving, communications, financial and narrative report-writing, and event management. The uniqueness of the YB model is that young people are given the opportunity to independently undertake all the activities involved in the YB grantmaking cycle without constant supervision from adults. Each year, the YBs fund roughly 110 local youth-led initiatives in their communities, which range between 500-800 GEL in value and could address needs as diverse as cleaning a community park through promoting gender equality to preparing first-time voters for elections.

To contribute to more stable, integrated and healthy society with increased engagement with the occupied territories, Europe Foundation (EPF) and its partners started the implementation of USAID funded *Empowering Youth for Peace* project in October 2018. The project is cofounded by Sida and Danida and aims at contributing to enhanced youth volunteerism and civic engagement to address community needs. Toward this end, EPF and its partners are implementing actions that will support civic activism among and people-to-people contacts between ethnic Georgian and ethnic Abkhaz youth, so that the targeted young people can engage in community development actions, while at the same time develop greater understanding and mutual trust. Since the initiation of the project, EPF has conducted the Youth Bank Immersion training and the community leadership workshop for young grantmakers from Adjara (Keda, Khulo, Shuakhevi), Akhmeta, Aspindza, Chokhatauri, Dedoplistskaro, Gagra, Gali, Gori, Gudauta, Gulripshi, Khobi, Khoni, Marneuli, Ochamchire, Sokhumi, and Zemo Bargebi. These capacity building efforts have translated into successful grantmaking cycles in 16 Youth Banks, through which the targeted young grantmakers will fund around 70 small projects, which in turn are slated to mobilize more than 1200 volunteers for various community development actions, ranging from setting up the libraries to promoting healthy lifestyle. Another capacity building activity for the YB members is the Cross-Cultural Communication (CCC) Training.

### **Goal and Methodology**

The overall goal of the requested two-day training is to provide capacity building to the Youth Bank members (aged 16-21) in cross-cultural communication (CCC). The training should put specific emphasis on tolerance building and communicating across cultures to heighten the participants' awareness of key issues around stereotypes, active listening, and non-aggressive communication. The training should also provide a space to address any concerns they might have prior to meeting their peers from other ethnic backgrounds and with different perspectives regarding conflict, as the training will be followed by an exchange visit to BiH.

In total, three CCC trainings should be conducted, two in Georgia, and one in BiH. EPF will bring together 10 young people for each training, who will be competitively selected, based in part on the nominations from their peers.

### **Timeframe and Deliverables**

Expected duration of the assignment is two months.

The consultants will produce the following deliverables, all in English:

1. A module for a two-day-long training in line with the objectives of the RFP
2. Three trainings for 30 youth, two in Georgia and one in Sarajevo.
3. Final report, which will include the following sections:
  - a) Brief description of the context of the training
  - b) Description of the goal and objectives of the training
  - c) Description of methodology of the training
  - d) Assessment of the trainee groups
  - e) Outcomes of the training
  - f) Recommendations
  - g) Annexes, including the training program, etc.

The report will be the sole property of EPF, which will retain the right to use it for internal and external purposes.

### **Budget**

The budget for this assignment should not exceed **USD 6,000 (Gross)** for training services including development of training materials, visa, and travel costs. This sum does not include expenses for accommodation and meals at the training site. These expenses will be covered by EPF. All proposals exceeding the maximum allowable budget will be ineligible.

### **Request for Bids**

The bids will be accepted both from individuals and organizations, locally, as well as internationally. Applicants should submit a proposal that includes:

- Detailed description of the Consultant's qualifications, with a list of previously undertaken similar assignments;
- Copy of similar training modules developed by the applicant during the past five years;
- Description and justification of the proposed teaching methodology including description of tools and techniques that will be used during the training;
- Draft training program and budget.

Only complete applications will be considered.

### **Selection Criteria**

EPF will select the winning candidate among the organizations or individuals submitting a complete bid by the proposal deadline. The selection criteria will include the following:

- Degree to which proposal adheres to the RFP
- Quality of the proposed methodology
- Qualifications of the bidding organization and the individuals involved, including previous experience in undertaking similar trainings, and
- Cost-effectiveness of the proposal.

### **Submission**

The **deadline** for applications is June 5, 2019, 18:00 Tbilisi time (GMT+4).

Proposals should be submitted by e-mail to Natali Petriashvili at [npetriashvili@epfound.ge](mailto:npetriashvili@epfound.ge). Please indicate “Cross-Cultural Communications Training for Youth” in the subject line of your email. Request a confirmation of the receipt of your application, if it is not provided to you within 24 hours of the submission.

Questions regarding this call should be directed to Mariam Kobalia, Program Manager, [mkobalia@epfound.ge](mailto:mkobalia@epfound.ge).