

## TERMS OF REFERENCE

For 3 trainers and mentors

Reference number: GPS ID 236543

Strengthening the role of youth in promoting increased mutual understanding, constructive narrative, respect for diversity, and trust

(Implemented by Ana and Vlade Divac Foundation)

The project “Strengthening the role of youth in promoting increased mutual understanding, constructive narrative, respect for diversity, and trust” is implemented by the Ana and Vlade Divac Foundation and funded by UN Agencies.

As a part of the project, Ana and Vlade Divac Foundation announcing the public call for 3 trainers and mentors for Youth media literacy programme.

Young people, ages 15-30, in the region live in a shared societal construct of distrust and intercultural misunderstanding based on a violent conflict that ended before young people were born or were old enough to be fully aware of its origins. They are repeatedly exposed to negative narratives and hate speech both online and offline. But young people are the central actors in the societal choices being made daily to either build sustainably peaceful societies or to contribute to continued rhetorical conflict and social distance in the Western Balkans. They share a common cultural heritage with young male and females alike recognizing these similarities across people groups between the countries. In the decades since active conflict faded from the daily reality of citizens of the region, young people under the age of 30 are uniquely positioned to be active agents of reconciliation, leading with their actions to address the continued divisions driven by prejudice and false stereotypes about people of other ethnicities, nationalities, confessions and identities within and across the borders. It is crucial to provide meaningful opportunities for the engagement of the nearly 1 in 5 young people across these countries who have no form of economic participation and therefore lack a sense of agency in their economic futures. Education and employment play an important role in agency – across all societies, young people who have a higher level of education or are employed also have higher self-efficacy beliefs than their peers. Gaps exist between female and male youth, and those with minority identities experience greater exclusion, discrimination and isolation increasing the risk that this exclusion may perpetuate the myths of ‘the other’ as unsafe and closing opportunities for sharing common experiences with youth from other countries with whom they share similar identities and perspectives on life.

The goal of this programme is to enhance the skills and capacities of young people on media literacy and critical thinking, reporting on toxic masculinities and online hate speech, mediation, dialogue and violence prevention, in collaboration with educational stakeholders (formal and non-formal), youth organizations, youth community leaders, journalists and influencers and social media platforms to elaborate community guidelines on negative narratives and advocate for positive social change. This project activity will involve youth leaders across Serbia (18-30, including students, young media professionals, members of youth organizations, and individuals engaged in media reporting) in capacity building program that will enhance their skills to create and promote constructive and gender sensitive narratives. Activity will involve the set of trainings and mentorship support on media literacy and critical thinking that will enable selected young people to recognize and fight toxic narratives.

Fondacija „Ana i Vlade Divac”, Ilije Garašanina 53a/7, 11120 Beograd, Srbija

Tel/Fax: +381 11 3341755, E-mail: [hod@divac.com](mailto:hod@divac.com)

### Description of the assignment and results delivered:

The purpose of this contract is as follows:

- Trainers will carry out the selection of 40 participants for the programme
- Trainers will develop and carry out 2 trainings for 20 participants on each training on media literacy, critical thinking, reporting on toxic masculinities and online hate speech, mediation, dialogue and violence prevention in Belgrade
- Trainers will execute 4 full days of training, and have 2 days for preparation
- Trainers will carry out 4-month long mentorship for participants to produce 10 campaigns
- Each trainer will mentor 3-4 teams and help them produce campaigns.

### Start date & period of implementation of tasks

The intended start date is 15.02.2023. and the period of implementation of the contract will be 10 months from 15.02.2023 until 30.11.2023. It is expected that the trainings and mentorship will be completed:

Deliverables	Deadline
Selection of participants	15.03.2023.
1 <sup>st</sup> training for 20 participants	30.04.2023.
2 <sup>nd</sup> training for 20 participants	30.05.2023.
Mentorship programme and campaigns finished	30.11.2023.

### Reports:

Contractor shall provide final mentorship report by 15.12.2023.

### Qualifications and skills of researchers:

#### General professional experience of the business applicants/individuals:

1. Experience in working with consultants/experts – only for business applicants
2. Letter of Interest containing the following information:
  - Agency portfolio - only for business applicants
  - Financial offer – lump sum gross amount
  - Expert/s/Mentors/s biographies

#### General professional experience

- Knowledge and experience regarding position of media in Serbia
- Knowledge and experience regarding position of women in Serbian society

Fondacija „Ana i Vlade Divac”, Ilije Garašanina 53a/7, 11120 Beograd, Srbija

Tel/Fax: +381 11 3341755, E-mail: [hod@divac.com](mailto:hod@divac.com)

- Knowledge and experience regarding position of youth in Serbian society

**Specific professional experience/ organization experience**

- Minimum 5 years of relevant professional experience
- Previous experience in working with media and vulnerable groups on the national and local level

**Skills and Competencies:**

- Excellent analytical skills;
- Strong writing skills;
- Displays capacity to provide experienced advice on best practices;
- Possesses knowledge of inter-disciplinary development issues;
- Focuses on result for the client and responds positively to feedback;
- Good application of Results-Based Management;
- Good communication, coordination and facilitation skills;
- Consistently ensures timeliness and quality of work;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Demonstrates integrity by modelling ethical standards.

Qualified and interested agencies/individuals are asked to submit their applications in person or via mail to the following address:

Fondacija "Ana i Vlade Divac, Ilije Garašanina 53a/7, 11000 Beograd

NOTE: Tender \_YAP-4

The applicant must include a financial offer together with all other requested documents, taking into consideration the objectives of the assignment, the tasks to be performed and deliverables requested. Please note that the financial offer must include all costs (including travel costs, communication costs and other costs that may occur during the task).

Deadline for submitting the application is 17.02.2023.

The contract will be awarded to the tender offering best price / quality ratio in accordance with the principles of transparency and fair competition and taking care to avoid any conflict of interest.

Contractor is bound by a Declaration of Impartiality and Confidentiality to be signed before starting each phase of the assessment. If an assessor believes there might be a situation of conflict of interests, he/she must inform the Ana and Vlade Divac Foundation immediately. In addition, strict confidentiality is required from the experts involved in the implementation of this Contract, notably on the assessments of the project.