

Expression of Interest for Partnership

Developing Inclusive and Creative Economies (DICE) Women's Fellowship

Timeline: November 2020 to March 2021

BRITISH COUNCIL

The British Council is the UK's foremost cultural relations organisation dedicated to building trust and understanding between people from all cultures. We operate in over 110 countries and Pakistan is one of the British Council's highest priorities focusing on education, skills for employability, English, creativity, and active citizenship.

DICE PROGRAMME OVERVIEW

Developing Inclusive and Creative Economies (DICE) is a global pilot programme that takes a holistic approach to addressing entrenched issues of economic and social exclusion. DICE is delivered by an interdisciplinary and inspired group of colleagues and change-makers in Pakistan, Brazil, Egypt, Indonesia, South Africa and the UK.

DICE supports a growing network of individuals, enterprises, and institutions. We are together exploring how creativity, generosity, unconscious bias, vulnerability and human connection affect how we, as humans, can best nurture our curiosity, creativity, communities, enterprises, policies, ideas and the environments in which we live. In recognizing the complexity of our problems, and by working across borders, sectors, silos, networks, and generations, we hope that DICE can contribute to eradicating barriers to economic opportunity for all. DICE 2018-2020 saw the programme deliver across three levels – policy, intermediary, and individual. At a **policy level**, DICE aimed to support the development of national and regional policies that are adapted and equitable to generate inclusive growth. Examples of the type of activities under this level include extensive research to support thought leadership development, training of relevant stakeholders (i.e. decision makers), policy dialogue to support relevant partnerships and/or development of a normative framework in support of the social and creative economy. At an **institutional level**, DICE aimed to ensure intermediary organisations are stronger and better able to support development. This was mainly achieved via the DICE Fund activities. The DICE Fund was the largest component of the DICE programme (£2M) which was focused on supporting partnership and collaboration between UK and the selected emerging economies intermediaries. Funding was awarded to organisations in the UK and partner countries to build international partnerships and co-develop initiatives that intended to strengthen creative and social enterprises. At an **individual level**, DICE aimed to grow the capabilities and capacities of existing enterprises and local social or creative entrepreneurs, in turn leading to business growth and increased social impact. The key activity here was the preliminary DICE Fellowship that delivered technical support, training, workshops, and the foundation for a community for a diverse range of business leaders.

Approaching its second phase, DICE is seeking to focus on the community and capacity-building approach to nurturing economic inclusion, with a focus on women and girls, young people, disabled people and other often excluded groups.

PROJECT BACKGROUND

The DICE Digital Fellowship aims to work with women business owners/business leaders/ businesswomen (henceforth referred to as 'fellows') who are running promising social and creative enterprises. The fellowship will aim to develop; a network/community of fellows, building their camaraderie and collective economic agency. The program will also hone their leadership and other soft skills (enabling them to effectively navigate a male dominant business landscape, as well as their business acumen (with a specific focus on digital skills)

The DICE Portal will be the main tool for conducting the online fellowship, which includes delivering online sessions, tracking individual progress, providing access to learning material as well as a community building a safe space for the group. This portal has already been developed and has been in use to employ online learning mechanisms, making useful resources available to our beneficiaries, and connecting our network of entrepreneurs and creatives. The portal will be enhanced further to suit the purpose and functionalities of this phase of the fellowship.

At the end of the fellowship programme, all the fellows will be brought together in an event which will not only unite them from different cities of Pakistan but also give them an opportunity to network with industry experts, thought leaders and other aspiring entrepreneurs. This event – the graduation ceremony - will give these women entrepreneurs a chance to showcase their businesses and allow the social and creative business community to come together to network and support each other. The programme aims to reach 150 women entrepreneurs from all over Pakistan through this intervention.

Given the scale of this programme, we are looking to onboard a separate [delivery partner](#), an [M&E consultant](#), and [an IT supplier](#). **Through this Expression of Interest, the British Council is soliciting applications for a delivery partner.**

With this background, the DICE Women's Fellowship programme is aiming to bring together women entrepreneurs through a digital/blended learning journey and help build a community of women who are driving forward their own organisations and contributions to Pakistan's economy while paving a path for inclusive and sustainable practices within the culture of business.

For the DICE Women's fellowship, the British Council is soliciting application against the following brief:

- The partner will be responsible for co-designing and delivering a curriculum for the DICE fellowship in collaboration with a UK organisation, including learning content for online sessions as well as learning modules to be uploaded on the existing DICE portal.
- The partner will be responsible for developing and delivering marketing and communications strategy to:
 - Market the fellowship through British Council's social media platforms and information sessions to reach ideal candidates/potential applicants and create traction for the project. Partner to recommend other creative ways to increase outreach
 - Put out an open call to invite applications for the fellowship
 - Design and create content for communications at different phases of this project. This may include but not be limited to content for social media e.g. beneficiary testimonials, highlights of the project, stories of change, shoutouts by friends of the project etc. as well as communicating 'impact stories' to the project M&E consultant
- The partner will be responsible for designing and delivering a cohort-based learning program for 150 fellows from Dec 2020 through March 2021. This should include
 - Co-creating and delivering a fellowship selection criterion to bring onboard the 150 fellows with the British Council team as well as continuous engagement with fellows over the course of the fellowship
 - Conducting 12 hours of online learning sessions over the course of 8 weeks. The partner in the submission is also expected to recommend ways of engaging the UK organisation in the design and delivery of the project keeping in line with DICE's ethos of collaboration
 - arrange all sessions via the already developed DICE Portal
- The partner will be responsible for curating an in-person attendance graduation ceremony that will bring together all 150 fellows in Islamabad (subject to change based on Covid-19). The aim of this graduation ceremony is to acknowledge the fellows' journey through the programme as well as serve as a networking event. This will include co-creating an event brief with the British Council team, identifying and reaching out to speakers and guests, and developing and executing a marketing and communication strategy for the event. The partner in the submission must provide ways of making the event creative and enable fellows and other ecosystem stakeholders to forge connections, have meaningful conversations etc.
- As part of M&E, the partner will be expected to report back on activities, learning, and outcomes as per reporting formats developed by the M&E consultant

Organisations/applications with the following characteristics will be prioritized:

- An organisation that is women-owned and/or woman-led (> 50% females in leadership positions within this team, and the whole organisation)
- Application that can demonstrate that their content and the delivery methodology is aligned with British Council and DICE's values of creativity, inclusion, co-design, and social purpose.
- Applicants that have administrative experience with groups (cohorts), digital cohorts, and project management pertinent to female beneficiaries

- Applicant that can through the application demonstrate creative methods of ideating, delivering, and measuring impact (in tandem with M&E consultant and British Council procedures)

Key Project Dates

- The partner will be brought onboard beginning of December 2020 and will be expected to use that month to finalise delivery methodology.
- The project will close in March 2021 and no group activities may be delivered beyond March 24th, 2021.
- Final reporting of activities and data may happen till the first week of April 2021.
- The contract will be officially closed on 31st March 2021

General Guidance:

- Applicants can apply for 60,000 – 70,000 GBP under this grant which will be shared across both partners i.e. Pakistan applicant and UK organization
- The lead applicant and the UK organisation are responsible for agreeing roles/contribution as well as budgets and cost split
- Both the Pakistan lead applicant and UK organisation are meant to collectively fill out the application form however, the Pakistan lead organisation is responsible for submitting at the listed email address on the given deadline
- The British Council will enter into a formal grant agreement with the Pakistan lead applicant and the UK organisation will be sub-contracted by the lead applicant under the same agreement. All British Council Information Management, Online Safeguarding, IP, M&E compliance will also apply to the subcontracted organisation
- Should there be a face to face activity that the partner is willing to do, they must carry out health and safeguarding checks as per British Council Policies
- Upon selection, the applicant will have to submit the following documents for due diligence. These documents will be required within **3-5 working days** upon selection:
 - Company registration document(s)
 - Confirmatory and creditworthiness letters from the bank
 - Last two years audited financial statements, including income statement, a balance sheet, cashflow statement and an audit opinion. If the most recently available audited financial statements are dated more than six months ago it may be useful to obtain draft annual financial statements or management accounts
 - Recent financial and accompanying narrative report for a previously managed donor funded programme
 - Demonstrate experience of programs with similar activities and/or scale, as well as the capacity and capability to meet reporting requirements
- Under this grant the British Council is not allowing any purchase of assets (e.g. laptops, phones, other devices) however, rental of IT equipment to deliver online sessions is acceptable
- For clarification questions (**the deadline for which is November 24, 2020**) please write to our DICE coordinator, Sanya Saif at sanya.saif@britishcouncil.org.pk

Grant Timescales

Activity	Date
Launch of Application	November 12, 2020
Clarification questions	November 24, 2020
Submission deadline	November 27, 2020
Finalize Partner	December 3, 2020

Partnership Application Submission

Please submit the following as part of your Partnership Proposal by **November 27, 2020 at 12:00 pm PKT** to Saba Ehsan at saba.ehsan@britishcouncil.org.pk.

1. Completed Application Form
2. Annexe 1 (Schedule of Activities Spreadsheet)
3. Annexe 2 (Budget Spreadsheet – one workbook, with 2 Sheets for each organisation separately)

Please note, applications received after the deadline will not be entertained.