



DIVERSITY, EQUITY & INCLUSION CONSULTANT/S: POSITION DESCRIPTION

Homeward Bound is seeking a Diversity, Equity & Inclusion (DE&I) Consultant/ Consultancy to lead the development and implementation of a holistic DE&I Policy that will contribute to transformational positive change within the organisation at governance and operational level. This is an opportunity for a Consultant/ Consultancy who is passionate about diversity, equity, inclusion, and belonging to work with Homeward Bound to create fresh, innovative world-leading impact.

Homeward Bound is a ground-breaking, global leadership initiative for women in STEMM, which aims to heighten the influence and impact of women in making decisions that shape our planet. Its three strategic focal points are:

1. I am willing and able to lead
2. We are stronger together
3. We are taking actions with impact

Each graduating cohort of participants becomes part of a global network of connected women committed to demonstrating a model of leadership (collaborative, inclusive, legacy-minded, trustworthy with assets – people and money) that will influence outcomes for men and women towards a sustainable planet for us all.

Homeward Bound's Diversity Statement can be accessed [here](#).

The Diversity, Equity & Inclusion Consultant role

The consultant/s will be engaged to develop a DE&I policy and implementation plan for Homeward Bound through consultation with the Homeward Bound organisation. This will be achieved through a number of steps, including: conducting interviews with alumnae,



participants, faculty, and staff, and existing background material leveraging previous surveys data.

In addition, the consultant will develop a DE&I policy and assist the organisation to create an implementation plan to enact, monitor and evaluate the policy's roll out.

Ideally, this work will be completed by the end of the 2021 calendar year.

Key Selection Criteria

The ideal DE&I Consultant/s have the following skills/qualities:

Essential

- Experience in working in multicultural and sexuality, gender diversity development
- Deep understanding of intersectional frameworks
- Demonstrated track record of creating actionable DE&I policies - we would like to see 2-3 examples of previous work
- Deep understanding of the language and literature around diversity, equity, and inclusion
- Willingness to solicit and incorporate feedback in iterative fashion
- Ability to synthesise input from various levels of the organisation into a cohesive policy (Board, Faculty, alumnae, current participants etc)
- Lived experienced as a minoritised group.
- Experience with global organisations

Preferred

- Understanding of the working of a non-profit organisation
- Experience in the STEMM sector
- Willingness to provide presentation/training on findings/policy/report
- Basic understanding of leadership development programs.



How to apply

Please submit a tender that includes the following:

- 1/ An outline of your approach/ methodology, including key stages, tasks and timeframes
- 2/ Your response to key selection criteria
- 3/ Examples of past work, including references
- 4/ Fee to undertake work, broken down into stages

The deadline for applications is Tuesday 22 June 2021, 10am AEST.

Please submit your application and send any questions to Narelle Sullivan, Operations Manager, Homeward Bound manager@homewardboundprojects.com.au