



Consultancy posting

Inclusion, Diversity, Equity and Access (IDEA) Consultancy

About the Common Approach to Impact Measurement

The Common Approach to Impact Measurement is working towards better impact measurement for social purpose organizations. Social purpose organizations are at the center of the Common Approach so that every organization can tell their story of impact in a meaningful way.

The Common Approach is making it possible to have a flexible standard that works for funders and impact investors – and that works for people working toward beneficial social and environmental impact in Canada. We believe that a standard is a community, more than a document. To create a community, we are committed to creating multi-stakeholder participation that is inclusive, diverse, equitable, and accessible (IDEA) and that resonates for people across Canada (in different regional settings, rural and urban contexts, Francophone & Anglophone, Indigenous and non-Indigenous, as well as other cultural contexts). To help guide our process we have developed [Guiding Principles](#) that are active in our governance structure, the standards, community outreach, and our engagements with social purpose organizations (such as webinars, surveys and research).

Learn more about the [Common Approach](#).

About the Opportunity

The Common Approach recently incorporated in early 2021. With our Board of Directors in place and a strategic plan developed we are ready to advance on key areas of development.

The Common Approach is interested in working with an Inclusion, Diversity, Equity and Access (IDEA) consultant (individual or organization) who can support our organization to create key processes related to our Board strategy, the four standards, and internal processes.

Key Deliverables

We are at the beginning of our journey of systematically integrating IDEA into our work. As a starting point for the IDEA work with the Common Approach, we are looking for guidance and support for the application of our Guiding Principles and IDEA principles to four substantive areas of the work of the Common Approach. These are:

1. **Support to the Board** to develop recruitment and nomination processes that apply IDEA principles in the recruitment of new Board members and in the expansion of community engagement through committees of the Board.
2. Support to develop **IDEA training** processes for the organization to support staff and the Board to develop towards a common understanding of IDEA, to help us stay on the same page and to help us learn and practice.
3. The Common Approach is a new organization that is starting to develop policy and procedures. We are looking for **support for the development of internal processes and practices**, including but not limited to human resources and hiring practices, as we establish our organizational structure and culture.
4. The Common Approach has completed a strategy document. Now is the time to bring it into action. As we create the tactics and approaches to advance our goals, we want to use our Guiding Principles as key design elements to advance the **four standards**: [The Common Foundations](#), [the Common Framework](#), [the Common Form](#), and [the Common Impact Data Standard](#). We are looking to develop processes that support us to identify blind spots and to adjust our approach that allows the standards to achieve their full potential as community-driven standards.

Approach

We recognize that these deliverables are very broad in scope and touch on many different aspects of our work. We will work closely with the selected consultant (individual or organization) to determine more precisely the exact deliverables given what is possible within the proposed scope of work, and also taking into account our particular context, the proposed approach, the developmental timeline of the Common Approach, availability of staff and Board, the given timeframe, and our budget. We are interested in an approach that allows time for reflection and input from our Board and other stakeholders. We envision an iterative and phased approach to this work. We recognize that this work will take time. We envision this work happening over a period of up to 12 months.

Project Timeline

We are seeking a project start as soon as possible and to continue intermittently over many months, up to a 12-month period.

Budget

\$20,000 - \$30,000 CAD

Process

Please submit a letter of interest explaining relevant experience, proposed approach to the work, and a proposed daily rate, along with the CV of the lead consultant, to Philippa Wiens at philippa.wiens@commonapproach.org with the subject heading: Application for IDEA consultancy.

Applications will be assessed by a committee of diverse members. Applications will be assessed based on:

1. Proposed approach (overall philosophy towards the work and general methodology).
2. Relevant experience leading IDEA processes for a similar type of organization (emerging; small team; similar nature of work) and with a similar scope of stakeholders (across Canada, across sub-sectors, and across different types of actors).
3. Relevant experience related to leading IDEA processes in the topic areas listed as key deliverables.

Top candidates will be invited to an interview.

Contact

Questions and conversation are welcome. For any questions, please reach out to Philippa Wiens.

Deadline

Please submit your application by end of day **May 31, 2021**.

The Common Approach to Impact Measurement project encourages diversity. Applications from all qualified candidates are encouraged. You must be legally allowed to work in Canada. Accommodations are available on request; please do not hesitate to reach out to request accommodation.

Thank-you for your interest in the Common Approach.

Posted May 18, 2021