





Call for Collaboration: Accessibility and inclusion partner for Global Platforms

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 **Budget available:** €2,000 aprox. (all-inclusive)

 **Deadline for expressions of interest:** September 7th, 2025

1. Background

Global Platforms (GP) is a network of youth-led spaces for learning, organizing, and building collective power — hosted by ActionAid Denmark and active across more than 30 countries. We work with young people organizing for feminist, climate, anti-racist, anti-authoritarian, and rights-based change — many of whom come from marginalized or underrepresented communities.

While our mission centers equity and inclusion, feedback from recent gatherings and internal reviews has highlighted critical **accessibility gaps** across our platforms, documents, and practices. These include:

- Heavy reliance on **English-only** content, excluding non-English-speaking participants;
- Use of **technical or academic language** that is difficult to engage with for those with non-formal or low-literacy educational backgrounds;
- Materials that are not designed to be **accessible to persons with disabilities** — including both visible and non-visible disabilities such as visual, auditory, cognitive, psychosocial, and physical impairments;
- **Complex or alienating tones and structures** in communication, limiting engagement from diverse youth audiences.

We want to move beyond reflection to action — and we're looking to **build a collaboration** with individuals or organizations who bring both technical expertise and lived experience in accessibility and inclusive design.

However, it is important to clarify that the Global Platforms Secretariat does not directly manage individual GPs or hold specific budgetary responsibility for site-level accessibility improvements. Physical accessibility challenges (e.g., building infrastructure) are under the mandate of ActionAid Country Offices. This collaboration



will therefore focus on areas within the Secretariat's scope, such as digital access, inclusive language and tone, and learning facilitation.

2. Purpose of the collaboration

This initiative seeks to establish a **mutually enriching collaboration**, where an external partner supports the Global Platforms team to:

- Identify key **barriers to accessibility and inclusion** across selected materials and communications designed by the GP Secretariat;
- Provide practical and tailored recommendations to improve **content accessibility** for people with diverse needs and backgrounds;
- Build **internal awareness and capacity** within the GP team to apply accessibility principles systematically.

Beyond the initial scope of work, we envision a **longer-term, flexible relationship**, where the partner can be invited to relevant meetings, respond to specific accessibility queries, and continue to advise us informally as needs emerge.

The collaboration will prioritize actionable areas within the GP Secretariat's mandate, such as digital accessibility, inclusive content design, and awareness-raising. Site-level or resource-heavy interventions will be noted and shared with Global Platforms as suggestions but not acted upon directly by the Secretariat.

3. Scope of collaboration

The initial phase of the collaboration includes:

1. **Rapid review** of 3 selected GP documents (e.g., an onboarding tool, training handbook, or web content) to assess accessibility across people with diverse needs — especially in digital, communicative, and methodological areas that fall within the Secretariat's responsibility.;
2. **Concrete recommendations** for improving these documents, including:
 - a. Language simplification and plain language suggestions;
 - b. Format and layout improvements;
 - c. Adaptation ideas for screen readers or alternate formats;
 - d. Suggestions for inclusive tone and structure;
 - e. Reflection on cultural and educational barriers.
3. **Creation of a practical resource**, such as:
 - a. A **brief internal** checklist (short guide) for inclusive communication;

- b. Recommendations for inclusive content development for future materials.
4. **Facilitation of a 60–90 minutes online awareness session** for the GP Secretariat to raise awareness about accessibility, share findings, and spark internal dialogue.

Ongoing collaboration may include:

- Ad-hoc consultations or feedback on specific questions;
- Participation in select GP meetings or strategy conversations related to accessibility;
- Sharing additional resources, training, or recommendations as appropriate.

4. Deliverables

Deliverable	Description
1. Rapid Accessibility Review Report	A short report (max. 15 pages) summarizing key accessibility barriers in selected GP materials and detailed, tailored recommendations for improvement.
2. Practical resource	A short internal document (e.g., tipsheet, checklist, or guidance note) that GP staff can use to create more accessible and inclusive communication in the future.
3. Awareness session	A facilitated online session (60-90 minutes) with the GP Secretariat to share findings, raise awareness, and build internal commitment to inclusion.

All deliverables should be provided in accessible formats (Word and PDF) and written in clear, simple language.

Note 1: In addition to the initial deliverables, we expect this collaboration to include **sporadic, informal support throughout the year**. This may involve:

- Participation in select GP meetings to offer input on accessibility;
- Ad-hoc feedback on new or revised materials;
- Sharing of additional resources or recommendations as needs arise;

- Continued availability for short consultations (to be agreed mutually and informally).

Note 2: Recommendations related to infrastructural or site-specific changes will be noted for potential follow-up with Country Offices but are not within the Secretariat’s scope to implement.

This is envisioned as a **values-driven, light-touch partnership**, with space for meaningful but flexible engagement beyond the formal outputs.

5. Timeline and duration

The collaboration is expected to start in **early July 2025**, with initial deliverables completed within **6 weeks** of contract signing. In addition, the partner is expected to provide **sporadic, informal support over a one-year period**, ending in **June 2026**.

Week	Activity
Week 1	Kick-off call with GP team and sharing of background materials
Week 2–3	Review of selected documents and drafting of initial feedback
Week 4	Submission of first draft of review report
Week 5	Finalization of report and delivery of internal guidance document
Week 6	Facilitation of awareness-raising session
September 2025 – September 2026	Light, ongoing collaboration: occasional participation in relevant meetings, ad-hoc feedback on materials, sharing of resources and guidance, and informal consultations as needed

Note: The detailed timing of continued collaboration will be flexible and based on mutual availability and need.

6. Budget and payment

A total of approximately **€2,000 (two thousand euros)** is available for this collaboration. Payments will be disbursed in three instalments:

- 50% upon contract signing;



- 40% upon submission of the initial deliverables (Review report, Practical resource, and awareness session).
- 10% upon completion of the year-long collaboration in **June 2026**, recognizing the continued support provided throughout the period

7. Who We're Looking For

We welcome expressions of interest from individuals, collectives, or organizations who bring:

- Demonstrated experience in **accessibility, inclusive communication, or disability justice**;
- Knowledge of **plain language principles** and tools for inclusive design;
- Experience reviewing or developing **youth-centered or activist content**;
- Strong interpersonal and communication skills;
- Lived experience of marginalization, disability, or navigating inaccessible systems is considered an asset.

8. Submission of Expression of Interest

To apply, please send a short **Expression of Interest** to tle@ms.dk with the subject line:

“Accessibility Collaboration Proposal – [Your Name/Organization]”

Your submission (max 2 pages or a 3–5 minutes video/audio) should include:

- A short introduction of you/your team and relevant experience;
- Your proposed approach to the collaboration;
- Examples of relevant past work (or links);
- Your availability between July and August 2025.

9. Contact and questions

For questions, please contact:

Teresa Lezcano Hermoso

 tle@ms.dk

We are excited to learn from you and improve how we welcome, support, and include every young person in our movement. Thank you for considering this collaboration.

