



TERMS OF REFERENCE

Stakeholder Landscape Mapping Consultant

Background and Project Overview

Equimundo: Center for Masculinities and Social Justice is implementing a two-year initiative to address gendered disinformation and other harmful online behaviors by engaging men and boys, funded by the Ministry of Foreign Affairs of the Netherlands. Running from June 2026 through June 2028, this initiative will tackle the growing threat of gendered disinformation and technology-facilitated gender-based violence (TFGBV) in Eastern Europe and sub-Saharan Africa, two regions where rapid digital expansion has outpaced legal and social protections for women, girls, and marginalized communities.

At the heart of the project is a bold and necessary premise: preventing online violence requires engaging the men and boys who disproportionately perpetrate, enable, and normalize it, while also recognizing that they are themselves frequently targeted, exploited, and harmed by the same online ecosystems. Through strategic grantmaking to local and regional organizations, Equimundo will support interventions across three pillars — critical digital literacy, policy and corporate advocacy, and the creation of caring online spaces. Grounded in rigorous regional research on the ‘manosphere’ and other online ecosystems, the initiative will fund evidence-based programs that challenge harmful gender norms, foster positive digital masculinities, and build safer online environments for everyone. By investing in locally led solutions, this project aims not only to reduce harm but to reshape the conditions that allow gendered disinformation to thrive.

Equimundo serves as a strategic grant manager and technical lead, and is responsible for identifying high-quality local partners to support. To this end, Equimundo is seeking consultant(s) to conduct two rapid regional landscape analyses of the civil society, social enterprise, and private-sector ecosystem — one in non-EU Eastern Europe and one in sub-Saharan Africa. The findings will directly inform country prioritization, grantee shortlisting, and the design of the competitive call for proposals. This TOR defines the scope, deliverables, timeline, and qualifications for the consultant(s) contracted to lead this work.

Purpose and Objectives

The landscape analysis is the first activity of this project and will set the foundation for strategy and decision-making. The activity will take place between August and October 2026 — further details on timelines and deliverables are found below.

The landscape analysis serves two primary purposes:

- Mapping the aligned actor ecosystem: Identify and profile civil society organizations (CSOs), social enterprises, research institutions, individual streamers, creators, or creator agencies, and relevant private-sector actors in Eastern Europe (non-EU) or sub-Saharan Africa whose work intersects with gendered disinformation, TFGBV, or digital rights, **and** masculinities.
- Informing grantmaking: Produce a structured, evidence-based assessment that enables Equimundo to prioritize target countries and shortlist organizations.

The landscape analysis is not a Manosphere research study. Its focus is on the organizational and policy ecosystem: who is doing what, where, with what capacity, and against what enabling conditions.

Geographic Scope

Two separate contracts will be awarded — one for each region. Applicants may apply for either region or both. While each contract carries responsibility for a specific region, both studies will follow a shared methodology developed in partnership with Equimundo to ensure comparability across regions. If an applicant indicates interest and demonstrates the capacity to conduct research in both regions, both contracts may be awarded to the same consultant or organization.

- Eastern Europe (non-EU): Includes countries such as Ukraine, Moldova, Georgia, Armenia, Azerbaijan, and Western Balkans (Serbia, Bosnia and Herzegovina, North Macedonia, Albania, Kosovo). Final country scope to be confirmed in the inception note in dialogue with Equimundo.
 - Sub-Saharan Africa: Broad regional scan, with deeper profiling likely in East, West, and Southern Africa. Specific countries to be identified during the mapping phase based on ecosystem density, platform context, and enabling conditions.
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Scope of Work

The consultant will carry out the following tasks:

Stakeholder Identification and Profiling

- Identify a comprehensive list of CSOs, social enterprises, research bodies, and private-sector actors working on: gendered disinformation and online misogyny; TFGBV prevention/response; critical digital literacy; digital rights and platform advocacy – all with a lens on masculinities, gender norms, and male engagement.
- Develop short organizational profiles for each identified actor, including: mission and thematic focus; geography and scale of operations; digital and online programming capacity; track record of interventions
- Expand stakeholder mapping beyond traditional civil society actors to include technologists, venture builders, platform representatives, gaming studios, digital creators, social entrepreneurs, and innovation ecosystems, in order to understand where new solutions, products, partnerships, and intervention models are emerging.
- As the consultants profile organizations, they should also clarify whether they are women-led, grounded in women's rights frameworks, and/or youth-led.

Key Informant Interviews

- Conduct a minimum of 20 key informant interviews per region with representatives of mapped organizations, regional experts, existing donors, and government or multilateral actors active in the digital safety, technology, gaming, new media, and gender equality space.
- Interviews should cover: the quality and evidence base of existing programming; perceived gaps and opportunities in the ecosystem; the potential for cross-organizational collaboration; and political economy factors affecting the civil society space.
- Interview guide to be reviewed and approved by Equipundo before fieldwork begins.

In-Region Visits

- The consultant will conduct at least one in-region visit (approximately 8 days), which may include internal travel to meet with organizations in one or multiple countries. The determination of countries to visit would be made in consultation with Equipundo.
- Travel costs are budgeted separately and will be reimbursed by Equipundo in accordance with organizational travel policies.
- Equipundo staff may join the visit; logistical arrangements will be coordinated with the Equipundo Project Director.

Country and Partner Prioritization Assessment

Using findings from the desk review, stakeholder profiling, and interviews, the consultant will assess organizations against a framework (draft framework below). This framework will be refined after discussion with the consultant. The final framework will be applied consistently across both regions to enable comparison.

Criterion	Description
Interest in engagement with men and boys and a masculinities lens	An openness for organizations to explicitly address the role of masculinities and engage men and boys as part of the solution. This includes gender-transformative approaches that examine how norms of manhood shape online behaviors, vulnerabilities, and pathways into misogynistic or extremist ecosystems, and that seek to promote healthier, more equitable masculinities.
Demonstrated track record	Evidence of effective digitally-focused programs: counter-narrative campaigns, digital literacy, platform accountability advocacy, or online bystander intervention, with documented impact
Novel approaches with theoretical grounding	Innovative solutions with clear theories of change addressing specific mechanisms of disinformation amplification, recruitment, or normalization — even where untested. Looking for innovation capacity, not just programmatic track record. Include criteria such as product development capability, experimentation, rapid prototyping, and the ability to build scalable digital tools or platforms
Organizational capacity	Presence and density of organizations working on gendered disinformation, TFGBV, digital rights, masculinities, or the intersection of gender and technology
Enabling policy & institutional environment	Legal, regulatory, and institutional landscape conducive to scaling solutions: legal frameworks, platform accountability mechanisms,

Criterion	Description
	data protection standards, and multilateral engagement on digital safety
Additional factors	Severity and scale of gendered disinformation; geographic and linguistic diversity; presence of active Manosphere networks; potential for South–South learning

The consultant will produce a scored summary matrix for each candidate country and organization, accompanied by a narrative rationale supporting the priority recommendations.

Reporting and Knowledge Products

- Produce all deliverables outlined in the Scope of Work.
- Present findings to the Equipundo team in a structured briefing.
- Participate in up to two feedback and revision cycles with the Equipundo research team.

Deliverables

All deliverables are to be submitted in English. The final report should not exceed 40 pages (excluding annexes). The consultant may propose an adapted structure in the inception note, subject to Equipundo approval.

Deliverable	Description	Due Date
Inception Note	Brief (max 5 pages) confirming approach, methodology, interview list, and work plan. This will include a finalized criterion framework.	Within 10 days of contract start
Stakeholder Database	Structured database of mapped actors/organizations with profiles and assessment scores against selection criteria	By 21 August 2026
Draft Landscape Report	Full draft report covering all sections (see Section 5)	By 11 September 2026
Final Landscape Report	Revised report incorporating Equipundo feedback; max 40 pages plus annexes	By 25 September 2026
Presentation to Equipundo	60-minute presentation of key findings and priority country recommendations	By 9 October 2026

The final Landscape Report should include the following sections as a minimum:

- Executive Summary (max 3 pages)
- Methodology and limitations
- Thematic ecosystem map: who is working on what, at what scale, with what evidence base
- Organization profiles (annex): standardized profiles for all mapped organizations

- Regional innovation ecosystem analysis: emerging technologies, startups, strategic technology partners, and innovation ecosystems to identify collaboration opportunities beyond traditional grant recipients.
 - Donor landscape and major gaps
 - Priority country analysis and recommendations with scoring rationale
 - Recommendations for the design of the open call for proposals (Emerging Programs track)
 - Annex: List of key informants and interviews conducted
 - Annex: Secondary sources consulted
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Required Qualifications and Profile

This assignment may be carried out by an individual consultant or a small consulting team. Where a team is proposed, the lead consultant must meet the minimum qualifications below.

Required

- At least 4 years of experience in civil society research, organizational capacity assessment, or grantmaking in the relevant region (Eastern Europe and/or sub-Saharan Africa).
- Demonstrated expertise in at least two of the following thematic areas: gendered disinformation; TFGBV or gender-based violence prevention; digital rights or platform accountability; masculinities and male engagement in gender equality programming.
- Strong qualitative research skills, including experience designing and conducting key informant interviews and producing synthesis reports for practitioner audiences.
- Fluency in English (written and spoken). For Eastern Europe, fluency in Russian, Ukrainian, or another relevant regional language is strongly preferred. For sub-Saharan Africa, proficiency in French or Swahili is an asset.
- Established networks in the target region's civil society and/or digital rights ecosystem.

Preferred

- Prior experience conducting landscape analyses, ecosystem mappings, or due diligence assessments for grantmakers or international NGOs.
 - Familiarity with gender-transformative programming approaches and the “do no harm” framework.
 - Experience with rapid-turnaround assignments under tight timelines.
 - Knowledge of Manosphere dynamics, online misogyny, or disinformation ecosystems in the target region.
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Management and Reporting Arrangements

The consultant will report to and work under the direct supervision of the Equipundo Project Director, with technical oversight from the Deputy Director of Research.

- Regular check-ins will be held weekly or bi-weekly throughout the assignment, depending on the phase.
 - All interview guides, data collection instruments, and draft deliverables require Equipundo review and approval before finalization or public use.
 - The consultant will adhere to Equipundo's data protection, confidentiality, and safeguarding policies throughout the assignment.
 - Findings, databases, and all work products are the property of Equipundo and may not be shared or published without prior written consent.
 - The consultant will flag any conflicts of interest related to mapped organizations at the outset of the assignment.
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How to Apply

Interested consultants or consulting teams should submit the following materials to Equipundo **by July 12th**:

- A brief technical proposal (max 5 pages) outlining: your understanding of the assignment; proposed methodology and sampling approach; any known limitations or risks; and team composition, if applicable.
- A CV or team bios (max 2 pages per person) highlighting relevant experience.
- A financial proposal, including a daily rate and estimated number of days per deliverable phase.
- At least two professional references from recent, comparable assignments.
- (If applicable) Samples of previous landscape mapping, ecosystem analysis, or due diligence reports (can be excerpts).

Applications should be submitted via email with the subject line: "Landscape Consultant – [Region]" at c.ragonese@equipundo.org. Late or incomplete applications will not be considered.

Equipundo is an equal opportunity employer and encourages applications from consultants based in or with deep ties to the target regions. Women, gender-diverse individuals, and consultants from the Global South are strongly encouraged to apply.