



CONSULTANCY – SCOPE OF WORK

Diversity and Inclusion Advisor/Champion

Type of Contract:	Freelance
Contract Value:	£8,000
Time:	60 days (based on £133/day) <i>Rate subject to negotiation based on experience</i>
Duration:	8 months (Mid October – Mid June)
Place of Work:	Home based with travel across the county
Reporting to:	Partnership Lead

Purpose

The [Shropshire Good Food Partnership \(SGFP\)](#) is a CIC which brings people together to create a food system that is good for people, place and planet.

The consultant will be responsible for championing diversity and inclusion across Shropshire Good Food Partnership and with selected members and other regional food partnerships. They will apply the REDI framework developed by the [Sustainable Food Places Network](#) and take the lead in delivering on the REDI for Change Pilot grant awarded to SGFP.

The aim is to promote a cultural shift within the regional food system toward greater equity, diversity and inclusion of disenfranchised and minority groups.

Tasks

a) Lead participatory process with the REDI Review Tool

- Facilitate the use of the REDI self-reflection and assessment tool to help SGFP food partnerships and a small group of members to review their culture, practices and the people involved, through the lens of Race, Equity, Diversity and Inclusion.
- Expansion of the REDI tool to a wider group of member organisations in Phase 2, including Regional Food Partnerships (Monmouthshire and Herefordshire).
- Provide guidance on using the tool with wider range of food partnership members working in different aspects of the food system.



b) Documentation and knowledge sharing

- Produce case studies and training materials to support anti-racism, equity and inclusion in the regional food system and generate dialogue on key challenges and opportunities.
- Establish a 'connection and exchange' network (virtually and in-person) across the Marches region to stimulate a culture of mutual support, reflexivity, knowledge sharing and increased visibility for projects and programs working with disenfranchised groups.
- Work with the SGFP Coordinator on communications through all media channels to bring diverse voices on food to our platforms and to share outcomes across the Sustainable Food Places network,.

c) Project and Partnership Development

- Work with SGFP and members to develop ideas for more inclusive activities that can be implemented directly and/or feed into proposal development.
- Review best practice from external sources, including organisations such as Land in Our Names, Food in Our Hands and other food partnerships, so that we can learn from links.
- Input to SGFP strategic development and capacity building to enable greater engagement of minority communities to support empowerment as part of regenerative food systems.

Requirements:

The consultant should have experience promoting diversity and inclusion and be able to demonstrate a track record of delivering outcomes. We are looking for someone who is professional and passionate with excellent inter-personal, analytical and written skills.

We are open to work with people who have professional training and/or lived experience. Knowledge of current food sector issues is an advantage. Social and cultural awareness, sensitivity and empathy essential.

Application Process:

Submit a CV and covering letter outlining why you are the right person to work with us, send to jenny@shropshiregoodfood.org by midday Friday 30th September. If you have any questions feel free to get in touch on same email.

Please note we anticipate carrying out interviews on Thursday 6th October.