

## Terms of Reference

### Inclusive Program Practices Expert for the Fostering an Inclusive Entrepreneurship Ecosystem Project

<b>Lead:</b>	Sosyal İnovasyon İnişiatifi Derneđi (SIID)
<b>Partners:</b>	Ashoka Foundation TED University Koç University
<b>Project Duration:</b>	January 21- November 21, 2023

**Fostering an Inclusive Entrepreneurship Ecosystem** is implemented within the ENHANCER Project which is funded by the European Union and conducted by the International Centre for Migration Policy Development (ICMPD) in coordination with the Directorate General of Development Agencies under the Ministry of Industry and Technology of the Republic of Türkiye.

#### Overview

Entrepreneurship proved itself to be an effective approach to overcoming some of the main challenges of the economic and social inclusion for migrants and refugees in host countries. Providing support to entrepreneurial activities carried out by and for refugee and migrant communities leads to positive impacts that are perceived both at the individual and community levels, from improved livelihoods to better integration in host countries and increased social cohesion. The proposed action aims at strengthening synergies to overcome those challenges and barriers that prevent refugee and migrant ventures or entrepreneurs-to-be to receive the support needed for their businesses to grow.

The Fostering an Inclusive Entrepreneurship Ecosystem project will fill the current gap in implementing targeted actions to build a more inclusive ecosystem for refugee and migrant entrepreneurs to grow. Such an enabling environment will boost the entrepreneurial activity of migrants and the Local Host Communities (LHCs) alike, as we will look to develop integrated programming strategies that would bring together both the migrant and host communities. Social Entrepreneurship Support Organizations (SESOs), entrepreneurial support organizations and social entrepreneurs from the migrant and host communities will all get the chance to get together and be directly involved in the interactions among key stakeholders within the [Turkey Social Entrepreneurship Network \(TSEN\) platform](#) as well as in the 3 co-creation sessions to develop a Toolkit on inclusive entrepreneurship.

The project is designed to be delivered online over Zoom, using digital tools. All project activities, including boosting program meetings and co-creation sessions will be held online. Only the final event of the project, the Inclusion Festival, will be held in person.

## Details of Project Activities:

- **Boosting Program:** This program brings together implementing partners, experts and selected participants who will work together to develop and test an inclusive incubation support program, via online meetings, peer to peer learning and hands-on activities. Attending the boosting session is not mandatory for the DEI expert, however offering guidance about how inclusivity can be boosted in the program is expected.
- **Community of Practice (CoP):** Participants of the boosting program will be engaged in the activities of the CoP to bring their learnings and identified best practices to the conversation. Targeted communication and outreach activities will ensure that additional actors, from the business sector to refugee/migrant entrepreneurs to NGOs, will join the community and take part in its interactions. During the project, CoP will come together through online meetings that will allow more space for networking, peer to peer learning, and collective action among participants about inclusive social entrepreneurship. CoP will continue its activities as a sub-community under TSEN.
- **Three Co-Creation Sessions:** Bringing together all resources and practices emerged during the boosting program testing as well as in the discussions of the CoP, three online co-creation sessions will be held. Besides all participants who joined the boosting program and CoP, refugee/migrant entrepreneurs and additional actors from private sectors, NGOs and different entrepreneurial support organizations will be invited to participate. The 3 sessions will unfold around diversity, equity and inclusion. All discussions' results will be harvested and embedded into the Toolkit. The final draft will be edited in Turkish and Arabic and made ready for publication.
- **Inclusive Social Entrepreneurship Toolkit Design:** Content material for the toolkit will be collected during the boosting program and the co-creation sessions. This content will be transferred into a Toolkit format and the Toolkit will be visually designed. The Toolkit will be published in Turkish and Arabic, and will be made publicly available at the end of the project on the project website. The Toolkit will remain available to entrepreneurial support organizations and social entrepreneurs to be used and directly adapted to their work.
- **Inclusion Festival:** With the participation of all participating actors in the project and others who wish to learn more about inclusive entrepreneurship will be invited to a final event, the Inclusion Festival which will be held in person. At this final event, implementing partners will formally launch the Toolkit and get together with participants and stakeholders to celebrate results and allow for additional networking.

## Main Deliverables

- Participation in three online co-creation sessions and collaborating with the Program and Toolkit Design Expert to plan meetings and evaluate meeting outputs.
- Bring in academic and practical knowledge about diversity, equity and inclusion and offer guidance on how to apply this knowledge to community of practice principles, boosting program, co-creation agendas, and the final toolkit design.
- DEI Expert will provide key input to the design and content of the boosting program and co-creation sessions in terms of identifying challenges and barriers in providing inclusive and participatory meetings.
- Define inclusivity framework for the overall activities and outputs of the project which will guide the project activities and plans.
- Ensure the program fosters a safe, inclusive and participatory space for sharing and learning.
- Share know-how with the project team about enhancing inclusivity of social entrepreneurship support programs.
- Embrace and boost “nothing about us without us principle” during the project by connecting project partners with migrants and refugees who can contribute to the project activities.
- The Inclusivity Program Expert starts working in the beginning of June until the end of November (6 months). The expert is expected to spend 10 days on this project.

## Requirements

- Bachelor's degree in one of the relevant areas (International Relations, Political Science, Sociology, Diplomacy Studies, Cultural Studies). An international graduate degree in one of these areas is a plus
- Fluency in Turkish and English
- Over 5 years of experience working closely with issues concerning inclusivity and diversity. At least 2 years of experience working in projects/programs with SuTPs, migrants, or refugees is a plus.
- Over 5 years experience working in internationally funded projects, focusing specifically on social impact, inclusivity and driving positive change in Türkiye.
- Solid academic and practical knowledge about toolkits and how toolkits can enhance inclusivity; and ability to transfer this knowledge into concise and comprehensive Toolkit content.
- Solid academic and practical knowledge about social entrepreneurship and support programs for social entrepreneurship in Türkiye.

## What we offer

- All project activities will be held online.
- Zoom links and Boards /Canvas via Miro tool will be provided to all experts.
- Accommodation and travel costs are not reimbursed.

## Application

Please apply until **31 May 2023** by sending your CV, cover letter along with your signed and stamped financial bid form (specifying daily expertise fee) with a letterhead (if any) to [bercem.dilek@impacthub.net](mailto:bercem.dilek@impacthub.net)