



07 September 2026

Terms of Reference: Feminist Zine Design - Consultancy

Deadline for submissions: 15 09 2026, 11:59 PM EST

AWID is seeking the services of a consultant to lead the design of a 30-page zine (English, French and Spanish) accessible online and print-ready, that clearly communicates the key messages of a written guide developed by AWID's Resourcing Feminist Movements (RFM) program.

About AWID

The Association for Women's Rights in Development (AWID) is a global feminist movement support organization. We are a unifying global force dedicated to advancing social justice through the power of our diverse feminist community. Stretching across 180 countries, we are a thought-leader committed to dismantling systemic oppression. Our approach combines research, knowledge sharing, and advocacy within policy and resourcing. We collaborate with global feminist, women's rights, and social justice movements to continually strive to amplify silenced voices and illuminate areas of darkness. Our mission is to foster a world thriving on equality, dignity, and justice, propelled by our brave collective political action.

Context

There have been significant shifts in the feminist funding ecosystem, characterized by bilateral funding cuts and the withdrawal of private philanthropy. For feminist movements, these shifts cause funding losses, precarity, and uncertainty on where to look for funding and how to navigate the ecosystem, alongside radical hope. There are also growing tensions between survival strategies and political alignment amidst scarcity. In this context, AWID's Resourcing Feminist Movements program is working on a practical guide for feminist movements to navigate the next steps.

Scope of Work

AWID is looking for a consultant to design and produce a 30-page zine (to be available online and print-ready) that will communicate a 'funding/resourcing roadmap' for feminist movements to understand, navigate and identify concrete priorities for action in the current funding landscape. It will contain a short analysis of the current context,

and include practical examples of the different strategies that feminist activists are using to generate funding in this context. The zine will be shared with key audiences and feminist movements to inspire action through sharing examples of funding strategies in the current context. The zine must be designed as a **digital-native publication first**, optimized for screen-viewing on desktop and mobile devices, with a secondary adaptation for print. The digital version will be a static PDF, and if possible, an interactive/web-friendly layout (e.g., scroll-based navigation, responsive image scaling).

The zine will be made available in English, French and Spanish, so the design needs to be adaptable in the three languages. AWID requires that all visual elements, illustrations, and layout designs be created without the use of generative AI tools.

References:

<https://www.kekemagazine.com/wp-content/uploads/2023/05/SOCI-345-ZINE-1.pdf>

<https://zines.dair-institute.org/possible-futures-zine>

<https://www.kekemagazine.com/wp-content/uploads/2026/05/emergent-strategy-zine.pdf>

Objectives

- Create a layout and zine design that utilizes digital-native independent publishing aesthetics - such as risograph-inspired colour palettes, collage-based composition, or maximalist typography to communicate the information and case studies around resourcing for a feminist audience, keeping in mind accessibility.
- Ensure that the zine is accessible in both print and online form

The consultant will be reporting to Gopika Bashi, Director of Programs

Deliverables

- A clear visual direction for the proposed zine, with an understanding of how it will appear online, and in print.
- Designed 30-page zine in HTML/web format (optimized for mobile) PDF and print-ready formats in three languages: Spanish, French and English.

- Any accompanying illustrations or graphics that correspond to the 'Practical Action' section of the zine, for example, mutual aid initiatives, crowdfunding, time banks, etc.

Proposed Timeline (subject to adjustment)

Main Steps of the Consultancy/ Deliverables	Proposed Timeline
Meeting with the AWID Team to review the content and brainstorm on directions	22 September
Draft 1 of the zine design (English)	30 September
Draft 2 of the zine design (English) after feedback	6 October
Final English Zine	8 October
Final Spanish Zine	15 October
Final French Zine	20 October

Management of consultancy: roles and responsibilities

The assignment will be managed and overseen by the AWID Director of Programs:

The AWID Director of Programs will have the following responsibilities:

- Reviewing all the deliverables submitted by the Consultant and coordinating internal review by intended users;
- Providing timely and consolidated feedback on the deliverables to the Consultant; and
- Quality assurance of the deliverables and process.

The Consultant will be responsible for:

- Conducting the assignment according to the agreed-upon timeline;

- Regular communicating with the AWID Director of Programs to update on the progress, and seeking feedback from the team
- Timely informing the AWID Director of Programs of any unforeseen delay or challenge in conducting the assignment and proposing appropriate solutions.

Budget

AWID would consider proposals with budgets up to US \$ 2,000 inclusive of all taxes.

Please note that selection will not be based on price only. This will be weighed up against other criteria as set out below.

Consultant Profile

The consultant shall demonstrate the following qualifications:

Selection Criteria

Proposals will be assessed against the following criteria:

- Relevant experience in undertaking similar assignments.
- Technical expertise and qualifications of the proposed consultant/team.
- Understanding of the assignment and the quality of the proposed approach.
- Capacity and availability to deliver within the required timeframe.
- Cost and value for money of the financial proposal.
- Compliance with eligibility requirements.
- Track record and references from previous clients.
- Added value, including innovative approaches, local knowledge, or partnerships.

Grounds for exclusion

Applicants will be excluded if they:

- are bankrupt or insolvent
- have convictions for fraud, corruption, bribery, or other serious offences
- have failed to pay taxes or social security contributions
- have engaged in grave professional misconduct
- are subject to a conflict of interest that cannot be remedied
- are debarred or suspended by the commissioning organisation or donors
- are listed on U.S. sanctions lists or EU restrictive measures

Applicants must confirm in writing that none of these conditions apply.

Submission of proposal

Proposals are to be submitted no later than 11:59 pm EST on 15 September 2026 to tenders@awid.org Please include the following subject line in the application correspondence: [Feminist Zine Consultancy](#)

Global Majority-based women; trans, non-binary and intersex persons; persons with disabilities and other candidates from historically oppressed groups, of all ages, are strongly encouraged to submit a proposal.

Interested consultants are requested to send the following:

- A proposal, not exceeding 1 page (min. font size Arial 11)
- Curriculum Vitae OR Profile
- Please include links to any digital-native zines, interactive publications or web-based editorial projects in your portfolio (this will be kept confidential).