

TERMS OF REFERENCE

Intersectional Review: Global Pluralism Index

Position: Short-term consultancy

Location: Home-based; availability to meet with Ottawa-based staff electronically/in-person

Duration: February 10- March 31, 2020

Founded by His Highness the Aga Khan in partnership with the Government of Canada, the Global Centre for Pluralism is an independent research and education centre created to advance positive responses to the challenge of living peacefully and productively in diverse societies.

To support the work of policymakers and practitioners in advancing pluralism, GCP is developing a [Global Pluralism Index](#). The Index will enable the assessment of the state of pluralism and tracking of trends related to inclusion and exclusion around the world. GCP is seeking the services of an expert consultant to review the Global Pluralism Index framework and make recommendations to strengthen its capacity to capture the intersectional nature of inequalities and exclusion in all domains of society.

BACKGROUND

GCP supports the creation of successful diverse societies where the dignity of every person is recognized and every person in society feels that they belong.

The Pluralism Framework: The Global Pluralism Index builds on a three-year research program (2015-2018). A series of case-studies and thematic research generated key findings about the sources of inclusion and exclusion in diverse societies, and the value-added of a pluralism lens to practice. These findings underpin GCP's unique approach to analyzing and advancing pluralism.

The Pluralism Index: In 2019, GCP translated this unique approach to pluralism into a practical applied tool—the Pluralism Index, which measures the state of inclusion and exclusion in societies around the world. GCP has developed a Pluralism Index Assessment framework (attached for reference), comprised of five dimensions:

1. Legal commitments in support of pluralism;
2. Implementation of legal commitments and practices of actors across society;
3. Levels of group-based inequalities;
4. State of inter-group relations;
5. Levels of belonging

GCP has developed an Expert Assessment Questionnaire that outlines 15 indicators across these 5 dimensions, with detailed guidelines and benchmarks for each. The Pluralism Index uses an expert

assessment methodology, relying on a range of qualitative and quantitative data sources to inform the assessments.

The Pluralism Index Pilot: In 2019, the Pluralism Index's approach and methodology was tested in 3 countries-- Canada, Germany, Kenya. In each country under assessment, independent expert assessors (representing a variety of academic and practitioner experiences) completed the assessments. Original perception data was also generated in Canada and Kenya. The assessments were reviewed by Expert Reviewers and by the project's Technical Advisory Group.

The Index seeks to capture a society's treatment of diversity holistically, including ethno-cultural, religious and indigenous diversity. The 3 pilot country assessments demonstrate that gender as a marker of difference intersects with all of these, often compounding the effects of exclusion and inequalities. Similarly, sexual orientation, age and class continue to be markers for discrimination and exclusion in many parts of the world, with particularly significant effects when combined with race, religion and other lines of difference. Applying a systematic intersectional lens would strengthen the tool's capacity to capture the intersectional nature of inequalities and exclusion.

ASSIGNMENT OVERVIEW

The Consultant will review the Pluralism Index framework with the objective of incorporating an intersectional lens. This will include:

- Reviewing the 15 indicators of pluralism and making recommendations regarding integrating an intersectional lens;
- Reviewing the methodology to determine whether it accounts for the compounding effects of different kinds of diversity;
- Conducting a scan of the most relevant gender-focused indices which could serve as a useful comparative data reference points for the Pluralism Index.
- Making any other recommendations that could enhance the tool's capacity to measure and track the intersectional nature of inequalities and exclusion.

The Consultant will report to the Manager, Global Analysis.

TIMELINE AND DELIVERABLES (to be agreed by Consultant and GCP)

February 13, 2020	Meeting with GCP staff to discuss proposed review plan
February 28, 2020	Submit first draft of review
March 6, 2020	GCP team to provide feedback on draft review
March 18, 2020	Submit final review and recommendations
March 25, 2020	Final meeting with GCP staff to review results
March 31, 2020	Any other final deliverables

BUDGET

The budget for this project is approximately CAD \$15,000 (plus any related travel expenses).

Proposals with quotes should be submitted to Matthew Burkard matthew.burkard@pluralism.ca by January 31, 2020 before 5 pm EST. Please include detailed description of relevant past experience, samples of past work and names and contact information for 3 professional references.

GLOBAL PLURALISM INDEX FRAMEWORK

	LEGAL COMMITMENTS	PRACTICES	GROUP-BASED INEQUALITIES	INTER-GROUP RELATIONS	BELONGING	
Country Profile	Laws and policies that support positive treatment of diversity	Implementation of laws and practices of actors across society	Group-based inequalities in political, economic and social domains	The health of inter-group relations	People feel that they belong in society, and that society belongs to them	
	International and Regional Legal Commitments	Implementation of Legal Commitments	Political inequalities	Inter-group trust	Attitudes towards diversity	Policy Recommendations
	Constitutional Commitments	Data on group inequalities	Economic inequalities	Inter-group violence	Inclusion and acceptance	
	National Legal Commitments	Efforts and practices of actors across society	Social inequalities		Shared ownership of society	
		Environment for Claims-making				