

Consulting in times of Decolonisation of Aid and Shift the Power



New Year's Network Day

January 12, 2023





Programme

Time	What
15.00	Welcome and introduction
15.15	Decolonisation of Aid and Shift the Power – Presentation and Q&A
15.40	Grab a tea or coffee
15.45	You as a consultant! – Groups and Plenary
16.45	Conclusions and actions
17.00	Closure



★★★★☆ 11

DISASTERS & EMERGENCIES
PREPAREDNESS PROGRAMME

LOCALISATION IN PRACTICE

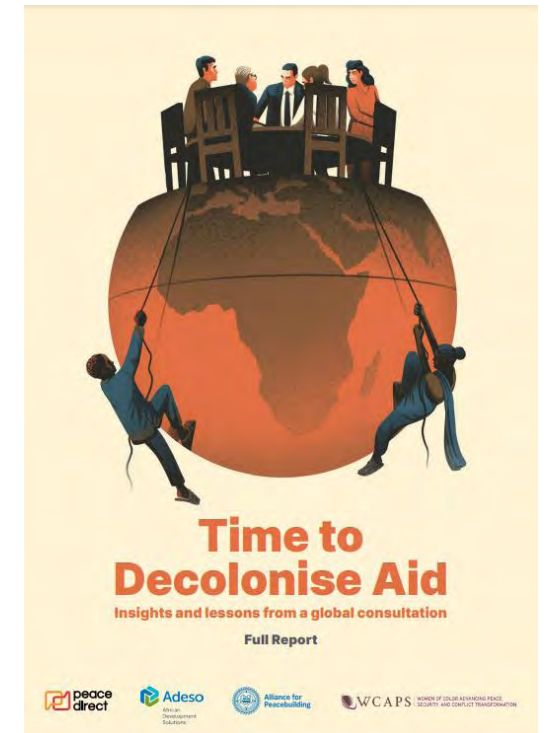
The diagram features a central orange circle with the text "SEVEN DIMENSIONS OF LOCALISATION". Surrounding this central circle are seven smaller dark grey circles, each containing a dimension: "RELATIONSHIP QUALITY" (top), "PARTICIPATION REVOLUTION" (top-right), "FUNDING AND FINANCING" (right), "CAPACITY" (bottom-right), "COORDINATION" (bottom), "VISIBILITY" (bottom-left), and "POLICY" (left).

EMERGING INDICATORS & PRACTICAL RECOMMENDATIONS

Structural racism and white saviour mentality rooted in development sector. From HR policies to communication, to the way partnerships are established and managed.

It is also visible in the use of language and images

It is also seen in how skills and knowledge of professionals in the Global South are valued



We want to discomfort you, but not disconnect

Decolonisation of Aid

Colonialism as an unjust system that has traces until today

Face the past



Embrace the now



Change the future



Decolonisation of Aid is not

Raising feelings of guilt

Pointing fingers

Compensation

Tokenism

Quick fix

Tick the box exercise

Decolonisation of Aid calls for

Critical Self-reflection	Check your privileges and dare to look in the mirror
Decolonial behaviour and language	Be aware of your own behaviour
	Be aware of impact of language and images
Adressing painpoints in the organisation	Openness for change
Equal Partnership	Rethinking of roles and behaviours
	Shift the Power

When you have privilege you hardly notice
When you do not, you experience it every day

Shift the Power

Global Fund of Community Philanthropy, 2016:

‘,,, ways to move away from **top-heavy and top-down systems** of international development and philanthropy towards a **flatter and more equitable paradigm of people-based development**’

‘#ShiftThePower is a call for new **behaviours, mindsets and ways of working**

and a reminder both that **few interactions are ever power neutral**

and that often, **those we seek to “help” have much more power – knowledge, skills, networks** – than they are given credit for.’

Shift the Power may involve:

Partnership Building

Resources flows, funding decisions and allocations

PMEL / Knowledge Management

Agenda Setting and Strategy Development

Language, communication and representation

Who is building whose capacity?

Human Resource Management

Governance

All elements of Organisation, Partnership



Shift the Power involves building Equal Collaboration

with a mindset that includes

shared ambition

being able and willing to work together on an equal basis

have trust, be transparent and mutually accountable

analyse and acknowledge each other's added value, complementarity

resources brought in by all partners

build on community-led processes, shift and combine powers and ways of working





illustration of a man #1959596

Questions?

Concerns?

Remarks?

Coffee / tea



Shift the Power also involves:



You!

Types of Power

- Legitimate power: based on formal authority
- Reward power: based on access over financial and material resources
- Referent power: based on ideas, culture, religion, or personal characteristics (charismatic)
- Expert power: based on skills, knowledge, experience
- Informational power: based on possession of knowledge

Source: MSP Guide



Decolonised /StP proof Advisory Services

- RINGO Prototype Decolonising Advisory Service
How might we disrupt colonial/traditional perceptions of capacity, knowledge and expertise, rather than perpetuating the narrative of the North doing capacity building 'to' southern civil society?
- INTRAC: localising Consultancy
- ToR development
- Composition of Teams
- Legitimacy
- Accountability
- Methodologies
- Reporting
- Financing
- Expertise



Questions for reflection

Focus on your advisory practice and how you yourself are functioning:

Do you recognise practices that are reflecting unequal power balance in relation to your work as an advisor?

How would you change your work in order to contribute to decolonisation of aid and shift the power?

Decolonisation of Aid / Shift the Power and Consultancy work

- Reflect on your own role and behaviour
- Reflect on your formal own and informal power
- Work with Southern Consultants in an equal manner, based on complementarity instead of position
- Be mutually accountable with your Southern Consultant
- What is your added value? Whose expertise matters?
- How is capacity defined? Whose capacity needs to be strengthened?
- Who writes the ToR?
- Who is the lead consultant? Why?.
- How can you influence the ToR or the donor/INGO to change it to be based on community/southern voices
- Which assignment do you accept? Under which conditions of southern ownership and voice?
- Regard all your advice through the lense of legitimacy, decolonisation, power
- Work with Shift the Power related tools (Partnership Brokering, Power Awareness, many more ...) or adapt your tools
- RINGO Prototype: Decolonising Advisory Service