

Learning Partnership for Porticus Inclusion Fund

Call for Proposals

INTRODUCTION

[Porticus](#) is an international organisation that manages and develops the philanthropic programmes of charitable entities established by Brenninkmeijer family entrepreneurs. Porticus collaborates with partners around the globe to foster human dignity, social justice and sustainability. Porticus values – empathy, modesty, endurance and trust – inspire the work of its teams and are the bedrock of all its relationships with its partners. Porticus has 12 offices worldwide with four main global and local priorities: a) Building Future Generations, b) Strengthening Our Societies, c) Fostering Vital Faith Communities, and d) Caring for the Earth.

BACKGROUND TO THE INCLUSION FUND

The Inclusion Fund is a three-year initiative (2024-2026) established by Porticus to embed inclusive practices across its programming and partner organisations. Through targeted grants, technical assistance, and collaborative learning, the Inclusion Fund promotes a culture of inclusion within Porticus and its partners, catalysing inclusion thinking across philanthropic initiatives. Rooted in Porticus’s mission to uphold human dignity and solidarity, the Inclusion Fund focuses on advancing social equity, reducing inequalities, and addressing structural discrimination. The fund supports initiatives prioritising marginalised and vulnerable communities, ensuring these groups actively shape and benefit from Porticus philanthropic initiatives.

The Inclusion Fund’s core objectives include

1. Integrating inclusion across programs by supporting inclusion in all Porticus programs, from design to implementation stages
2. Enhancing inclusion capacity by equipping Porticus and its partner organisations with the tools to adopt and adapt inclusion practices throughout their work
3. Strengthening inclusive monitoring, learning, and evaluation by creating mechanisms to monitor, evaluate, and showcase the impact and added value of inclusion efforts
4. Facilitating cross-sectoral learning to encourage collaboration and knowledge-sharing across sectors and regions to embed inclusion within a broader range of initiatives

Grants Overview

The Inclusion Fund is considering grants in several areas, including gender equity, social inclusion, climate justice, and safeguarding. These grants provide Porticus and its partners with learning opportunities and resources to embed inclusion within their work. Spanning multiple regions and sectors, the Inclusion Fund grants will promote diverse approaches to inclusion, emphasising intersectionality by integrating considerations of gender, race, ethnicity, and other forms of marginalisation. Over the next two years, the Inclusion Fund will continue awarding grants with an anticipated total funding amount of 5.5 million euros. These grants aim to complement and enhance existing programs by supporting inclusion-focused initiatives aligned with Porticus’s broader goals.

PURPOSE OF THE LEARNING PARTNERSHIP

Since the Inclusion Fund is the first initiative of its kind at Porticus, this three-year period is designed as a pivotal learning phase to build a strong foundation for inclusive programming and grant-making. We are looking for a Learning Partner to accompany and support us in learning from the full scope of the Inclusion Fund's objectives.

The Learning Partner will work alongside Porticus and its partners to capture valuable insights, support meaningful data collection and analysis, and facilitate knowledge-sharing across initiatives. Through this partnership, Porticus aims to translate these learnings into actionable practices that can be embedded in our programming and partnerships, ensuring that inclusion becomes a fundamental part of our approach moving forward. The Inclusion Fund spans multiple thematic areas, regions, and sectors, reflecting Porticus's diverse inclusion priorities. Applicants are encouraged to propose designs for learning approaches that account for and leverage this diversity, ensuring insights are relevant across Porticus's varied initiatives.

OBJECTIVES OF THE LEARNING PARTNERSHIP

The Learning Partner will support Porticus and its partners in embedding inclusion through structured reflection, knowledge sharing, capacity strengthening, documentation, and guidance development that aligns with the Inclusion Fund's objectives.

The specific objectives of the learning partnership:

1. Facilitate **cross-learning** between challenges, regional offices, and special initiatives;
1. Support **reflection, adaptation, and improvement** of inclusion strategies over the fund period; and
2. Enable the **documentation and dissemination** of best practices in inclusion;
3. Develop guidance on embedding inclusion practices throughout Porticus's grant-making practices;
4. Review and draw lessons from the operations of the Inclusion Fund mechanism.

In the spirit of inclusive and participatory practices, the Learning Partner will co-create and implement a learning approach with the Inclusion Fund team and Porticus partners, ensuring that insights are captured, reflected upon, and acted upon throughout the Fund's lifecycle.

MINIMUM INGREDIENTS OF THE LEARNING APPROACH

The proposed learning approach for the inclusion fund should be flexible and innovative, supporting Porticus's goal of embedding inclusion across programming and partnerships. Below are potential elements of the learning approach meant to guide the design. We invite bidders to propose a creative approach to achieving the purpose and objectives of the learning partnership over the fund's three-year period.

1. Learning Agenda and Plan

- Co-create a strategic learning agenda with the Inclusion Fund team, outlining specific and focused learning questions, objectives, and milestones for the Fund’s three-year period.
 - Develop an adaptable, documented learning approach that ensures alignment with the Fund’s objectives and can be adjusted based on ongoing insights and feedback.
2. Reflection and Learning Sessions
 - Incorporate annual reflection and learning sessions or alternative formats, such as learning labs or learning circles, which bring together grantees, partners, and Porticus staff to share insights, discuss progress, and refine inclusion strategies.
 - Facilitate cross-learning within and between initiatives, regions, and thematic challenges driven by demand and tailored to the needs of participants.
 - Support the integration of inclusion-related insights into Porticus’s ongoing annual sense-making processes, which contribute to strategic adaptations across challenges.
 3. Monitoring and Adaptive Learning
 - Track progress on embedding inclusion within grantees and partner organisations, with an emphasis on identifying milestones, key adaptations, and early results.
 - Capture emerging best practices and innovative inclusion strategies that have potential for broader application.
 - Periodically review and document insights and lessons learned to inform adaptive strategies that can be applied to future inclusion initiatives.
 - Prepare a final report with lessons and actionable recommendations on inclusion practices for Porticus and its partners.
 4. Dissemination of Learning and Best Practices
 - Document and share key lessons, insights, and best practices through regular reports and learning briefs. These outputs should be tailored for both internal and external audiences.
 - Develop case studies based on Inclusion Fund grants to illustrate effective inclusion practices and demonstrate their application and impact on Porticus’s goals.
 - Create tools or resources (such as a playbook or toolkit) based on practices from the inclusion, combining the best practices and tools utilised by partners during the fund period to support Porticus and its partners in embedding inclusion practices beyond the lifespan of the Inclusion Fund.
 5. End-of-Fund Review
 - The learning approach should include a final review to assess the Inclusion Fund’s effectiveness in achieving its objectives. This review should be grounded in the learning agenda, capturing insights, identifying challenges, and generating actionable recommendations to inform future inclusion-focused initiatives at Porticus.

SUGGESTED TIMELINE AND CORE OUTPUTS

The learning partnership will begin in January 2025 and continue through the duration of the Inclusion Fund (January 2025 to June 2027). Outlined below are suggested milestones and outputs, intended as guiding points rather than strict deliverables, to help shape an effective learning journey over the three years.

- **Initial Learning Agenda and Plan** – Within the first three months, collaborate with the Inclusion Fund team to develop a flexible learning agenda that defines key learning questions, objectives, and milestones.
- **Annual Reflection and Learning Sessions** – Facilitate annual or biannual learning sessions or similar formats, bringing together grantees, partners, and Porticus staff to review progress, share insights, and adapt strategies. These sessions should support learning across the Fund and offer opportunities for cross-collaboration and strategic adaptation.
- **Quarterly Learning Summaries** – Provide quarterly updates summarising emerging insights, areas for improvement, and any adaptive changes made. These summaries should offer a high-level snapshot of the Inclusion Fund’s learning trajectory.
- **Best Practice Documentation** – Compile and document best practices in inclusive programming drawn from grantee and partner experiences, to be shared with internal and external audiences annually. This documentation should capture practical insights and examples of effective inclusion practices (annually).
- **End-of-Fund Review**— Conduct an end-of-fund review to assess the Inclusion Fund’s effectiveness in achieving its objectives. This assessment should align with the Fund’s learning agenda and provide actionable recommendations for future inclusion-focused initiatives.

GUIDELINES FOR PROPOSALS

The proposal should not be more than 10 pages (excluding resumes). It should include the following information:

- Describe your proposed learning approach for the Inclusion Fund, including strategies for developing a learning agenda, facilitating ongoing reflection and knowledge-sharing, and promoting adaptive learning throughout the Fund’s implementation.
- Outline how you will engage Porticus teams and grantees in the learning process, ensuring diverse perspectives are included.
- Detail your experience and approach to building capacity in inclusion practices and strategic learning, highlighting any relevant methodologies or frameworks.
- Provide references and examples of previous facilitation work specifically related to inclusive learning processes in diverse, cross-regional contexts. References should include contact information for direct follow-up.
- Provide brief bios and resumes of team members who will work on this project, specifying each team member’s role, responsibilities, and expected time allocation for key activities.
- Propose a timeline for core activities and milestones, ensuring alignment with the fund period.
- Provide a detailed budget, broken down by key activities, deliverables, and day rates per team member.

BUDGET

We invite tendering individuals or organisations to propose a budget and time allocation that aligns with their proposed methodology and scope of work. As an estimate, we anticipate that the total cost

of this engagement—including the minimum core outputs, all administrative and logistical arrangements, and covering the entire duration of the Inclusion Fund—should not exceed €150,000.

Please consider this figure as indicative; the budget may vary depending on the proposed approach and deliverables. Budgets should include the total cost for each key activity or work package, specifying the team members involved, anticipated days per activity, and applicable daily rates. Payment arrangements will be confirmed upon final approval of the proposal.

REQUIREMENTS AND QUALIFICATIONS

The selected learning partner should demonstrate the following:

- Extensive experience embedding inclusion practices, strategic learning and knowledge management, particularly in philanthropy and inclusion-focused initiatives.
- Expertise in designing and implementing learning frameworks that integrate both qualitative and quantitative insights.
- Capacity to work across diverse geographies and cultural contexts, ensuring inclusive learning practices.
- A proven track record of facilitating inclusive learning across multi-stakeholder platforms.
- Ability to produce high-quality learning products that are accessible to a broad audience.

We strongly encourage applications from individuals or organisations based in Africa, Asia, MENA, and LATAM as part of our commitment to promoting global perspectives on inclusion.

EVALUATION CRITERIA

Proposals will be evaluated based on the following:

- Alignment with the learning objectives of the Inclusion Fund – 15%
- Inclusive learning approach and design – 30%
- Demonstrated experience and expertise in **inclusion** & strategic learning – 25%
- Proposed timeline, management plan and proposed budget – 30%

CONTACT INFORMATION

Please submit your proposal to c.kioko@porticus.com with the subject 'Inclusion Fund Learning Partnership' by 17th December 2024.