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DB Reference N°: IDB-P829700-09/21

Country: Trinidad and Tobago

Institution: Inter-American Development Bank

Sector: Gender and Youth, General - Social Services

Deadline: 2021-10-22T00:00:00.00-04:00

Status: Published

Loan N°./Financing: ATN/OC-18334-TT

Project: Adolescents as Agents of Positive Change

Title: Design of an embodied virtual reality intervention package that will promote gender equal behaviours in adolescent males between the ages of 13 to 16 in Trinidad and Tobago

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Borrower/Bid No:

REQUEST FOR EXPRESSIONS OF INTEREST

CONSULTING SERVICES

Institution:	Caribbean Male Action Network (CariMAN)
Country:	Trinidad and Tobago
Project:	Adolescents as Agents of Positive Change
Sector:	Civil Society
Abstract:	The objective of the consultancy is the design of an embodied virtual reality intervention package that will promote gender equal behaviours in adolescent males between the ages of 13 to 16 in Trinidad and Tobago. The VR stimuli will be designed such that male students can gain a new perspective on the way behaviors, that they may have perceived thus far as harmless and form part of becoming a man, negatively impact their female peers (perspective-taking) and, thus, constitute sexual harassment. Pedagogical activities will be designed to capitalize on the newly gained perspective-taking and empathy to open and deepen discussion on these issues.
Loan/Credit/Grant #:	ATN/OC-18334-TT
Contract/Bid No.:	N/A
Deadline:	October 22, 2021

The Caribbean Male Action Network (CariMAN) has received financing from the Inter-American Development

Bank (IDB), toward the cost of the Adolescents as Agents of Positive Change project and intends to apply part of the proceeds for consulting services.

The consulting services ("the Services") include conducting preliminary research to choose the most appropriate content, scenarios and technology for the VR experience; designing and producing the script, scenarios, technological execution etc. for the VR experience; designing a pedagogical module to put the VR exposure into context; and designing material to be used for impact evaluation. The duration of the consultancy will be 100 days.

CariMAN now invites eligible consulting firms ("Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience in multimedia production and curriculum design.

Consulting firms will be selected in accordance with the procedures set out in the Policies for the Selection and Contracting of Consultants financed by the Inter-American Development Bank GN-2350-15 for the Selection Based on the Consultants' Qualifications (CQS).

Consultants may associate with other firms in the form of a joint venture or a sub-consultancy to enhance their qualifications. Any firm wishing to express interest must be firm must be legally constituted or incorporated under the laws of a member country of the Bank.

A Consultant will be selected in accordance with the Selection Based on Consultants' Qualification (CQS) method set out in the Consultant Policies.

Further information can be obtained on request at the email address below.

Expressions of interest must be delivered in a written form (English) to the address below (by e-mail) by October 22, 2021.

Caribbean Male Action Network

Regional Secretariat

Attn: Kevin Liverpool, Project Coordinator

101 Eastern Main Road

St. Joseph, Trinidad and Tobago

Tel: 1-868-241-0821

E-mail: carimansecretariat@gmail.com

TERMS OF REFERENCE

VIRTUAL REALITY TO ENGAGE ADOLESCENT MALES IN REDUCING SEXUAL HARASSMENT

1. Background and Justification

1.1. The Caribbean Male Action Network (CariMAN) and the Inter-American Development Bank (IDB) (the "Bank") have entered into an Agreement to design and implement the technical cooperation project "Adolescents as Agents of Positive Change" (ATN/OC-18334-TT).

1.2. The goal of the technical cooperation (TC) is to engage adolescent males (ages 13-16) in the reduction of harmful gender norms and promotion of gender equality in Trinidad and Tobago[1]. The project will design the initiatives that will encourage positive behavioural and attitudinal changes in adolescent males (Component 1. Replicating Program H and Component 2. Applying Virtual Reality). The project will also prepare and implement the capacity training of non-state actors (Component 3. Enhancing Capacity).

1.3. CariMAN, the executing agency for the project, is responsible for the implementation of all activities and supervision of all contracts, in compliance with the IDB's regulations and procedures outlined in the Agreement. The IDB team will monitor the project execution and assist CariMAN in the advancement of its functions and collaboration with the state actors of Trinidad and Tobago.

1.4. The project will support the design and development of **Program H**[2] and a virtual reality pilot in Trinidad and Tobago. First developed in Brazil, Program H, is an integrated group education and a community outreach model to engage young and adult men, ages 15 to 24 and to increase awareness about the role that gender norms play in fostering partner violence among youth. The **Gender Equitable Men (GEM) Scale**[3] has been applied to evaluate Program H interventions before program start and afterwards in 6- and 12-months intervals to assess its effectiveness. The **embodied experiences of virtual reality** (VR) have been shown to impact attitudes and behaviours in a variety of contexts, from sustainably reducing implicit racial bias to increasing willingness to help persons with disabilities. The VR will be piloted to determine whether it can further leverage Program H in promoting healthy masculinities.

2. Objectives

2.1. The objective of the consultancy is the design of an embodied virtual reality intervention package that will promote gender equal behaviours in adolescent males between the ages of 13 to 16 in Trinidad and Tobago. The VR stimuli will be designed such that male students can gain a new perspective on the way behaviors, that they may have perceived thus far as harmless and form part of becoming a man, negatively impact their female peers (perspective-taking) and, thus, constitute sexual harassment. Pedagogical activities will be designed to capitalize on the newly gained perspective-taking and empathy[4] to open and deepen discussion on these issues. The firm will also be involved in the evaluation of the VR exposure.

3. Scope and Key Activities

3.1. Conduct necessary preliminary research to choose the most appropriate content, scenarios, and technology for the VR experience. This includes designing and conducting focus groups with local teens (to identify the most prevalent scenarios and the frequency of the behaviors in question AND pilot the designed material prior to implementation) in collaboration with a local partner and with the research team; using own expertise and the state of the art in the literature on virtual reality exposure for behavioral and attitudinal change, as well as understanding the feasibility inside schools and youth clubs to choose the appropriate set-up (choice of equipment, technology, tablets, etc.).

3.2. Design and produce the VR experience (script, scenarios, technological execution, etc.)

3.3. Design a pedagogical module to put the VR exposure into context. This consists of 6 sessions that will introduce the students to the issue before the VR exposure, and leverage the exposure to incite discussions, debate and complementary activities in single and mixed gender groups following the exposure. These activities will total about 10-12 hours and will be facilitated by trained consultants during the implementation phase.

3.4. In coordination with the research team, design a proper control activity for the control classrooms in order to evaluate the added value of the use of VR.

3.5. In collaboration with the research team, design the material to be used for impact evaluation. The firm will be mainly responsible for designing the measures for the manipulation check that will be collected immediately after exposure (body ownership illusion, evoked emotions, etc.) as well as other items directly linked to the VR content.

3.6. With the support of outputs from the contextualization consultant, contextualize the VR to the Trinidad and Tobago social and ethnic context, ensuring that the experience is appropriate to the age groups and interests of the direct beneficiaries.

3.7. Prepare a concept note for the methodology and process for the implementation of the VR and related activities.

3.7.1. The document will describe required and optional (i) software and hardware (ii) VR equipment and supplies and (iii) physical infrastructure required to deploy the experience in both Trinidad and Tobago.

3.7.2. It will include an estimated timeline and required staff to guide and monitor the VR experience and focus groups.

3.7.3. Present training guidelines for the facilitators/trainers, intended beneficiaries, school personnel and parents as well as checklist and toolkits for the supervision of the implementation of the intervention.

3.8 Provide guidance on all VR-related matters for a project examining the potential of such exposure to mitigate sexual harassment perpetration and acceptance of sexual harassment behaviors. Advise team on VR-related ethical aspects that should be considered in project design and measurement in terms of sample screening, necessary disclaimers, and other relevant aspects.

4. Expected Outcome and Deliverables

4.1 Expected outcomes: The product of this component is a contextualized embodied VR immersion experience designed, and the result is a package of VR design and associated instruments, activities and tools ready for implementation and its impact evaluation.

4.2 Deliverables, as per description of section 3 above:

4.2.1 Concept note on the design methodology and workplan.

4.2.2 Design of Embodied VR intervention package.

4.2.3 Concept note on implementation

4.2.4 Submission of a final report that will include the aforementioned and recommendations for the implementation of the VR component

5. Characteristics of the Consultancy

5.1. Type of consultancy: Firm

5.2. Duration: 100 days

5.3. Firm Experience: At least five (5) years of proven experience in designing and implementation of embodied VR instruments to elicit behavioural and attitudinal changes. Experience in design of VR for adolescents a plus.

5.4. Team Experience: Multidisciplinary team (i) One **Multimedia Producer** with a minimum of Bachelor's or above in Computer Science, Information Technology, Computer Engineering or System Engineering, Telecommunications or any other relevant disciplines and 10 years of experience in 3D Modeling, 3D game development for different platforms particularly in AR/VR; (ii) One **Educational Psychologist** with a minimum of 5 years of pedagogical experience, preferably with teenagers addressing sensitive topics. Experience working within the Caribbean a plus. Experience with intervention evaluation and focus groups a plus. Excellent communications skills (oral, written and presentation) in English.

6. Supervision and Reporting

6.1. The consultant will report to the Project Coordinator who will supervise the deliverables of this consultancy. All deliverables and communications must be submitted to the Project Coordinator. All reports will be written in English and submitted in Microsoft electronic format and by email. The Consultant will be expected to meet with the Project Coordinator at intervals agreed by parties to discuss the progress of the consultancy. In addition, the firm is expected to continuously engage with the project's research team and obtain their confirmation for all deliverables, with special emphasis on the design of the VR stimulus and the pedagogical activities. This will ensure the delivered material best fits the project's research agenda and evaluation strategy.

7. Schedule of Payments

7.1. Payment terms will be based upon the approval of the following deliverables.

Payment Schedule	
Deliverable	%
Methodology and workplan	20
Embodied VR intervention package	40
Implementation methodology	30
Final report	10
TOTAL	**100%**

[1] The project will be implemented on both islands of Trinidad and Tobago.

[2] The Program H manual includes approximately 70 activities to carry out group work with young men (ages 15 to 24) on gender, sexuality, reproductive health, fatherhood and caregiving, violence prevention, emotional health, drug use, and preventing and living with HIV and AIDS. More information on Program H can be found at: https://promundoglobal.org/resources/program-h-working-with-young-men/

[3] The Gender Equitable Men (GEM) Scale was developed by Population Council/Horizons and Promundo to directly measure attitudes towards gender norms with a focus on using it in Global South settings. More information can be found at: https://promundoglobal.org/wp-content/uploads/2015/01/Measuring-Gender-A...

[4] Stietz, J., Jauk, E., Krach, S., & Kanske, P. (2019). Dissociating empathy from perspective-taking: evidence from intra-and inter-individual differences research. Frontiers in psychiatry, 10, 126.