

# Mitigating LGBT Health Risks

## Terms of Reference – NGO Training Consultancy

### **Background and context**

Research shows that the criminalization of consensual same-sex intimacy and/or activities fuels stigma and discrimination against LGBT people and even allies. This drives the LGBT community underground and away from legal, health, social protection/welfare, and other services of state and non-state actors. This affects effective HIV/AIDS prevention, treatment, care and support programmes and services for gay, bisexual and other MSM. HIV prevalence among gay, bisexual and other MSM far outstrips the national average at a rate of 32.9% versus 1.7% in the general adult population. There is no data to suggest the rates of prevalence among lesbians, bisexual women and transgender people in Jamaica.

J-FLAG is committed to ensuring that our sexual orientation and gender identity do not determine how we are treated and that no Jamaican will feel inferior, powerless and invisible as a result. In so doing, J-FLAG is committed to working to reduce the vulnerability of LGBT people. We have been working over the last two years to create more opportunities for all Jamaicans to learn from each other about gender and sexuality issues and in so doing, creating an enabling environment for LGBT people.

An enabling environment is one in which all Jamaicans, including LGBT people, can be facilitated by policies, programmes and supportive legislation to reduce their risk of infection or reinfection and to access needed treatment and care. Barriers that limit the creation of and support for these efforts include stigma and discrimination, failure to protect privacy and confidentiality across service sectors and workplaces, widespread gender role and sexuality stereotypes, inadequate and inappropriate education, persistent poverty and some religious beliefs. This component focuses on engaging policy makers, faith based organizations, people living with HIV (PLHIV) and others in the review of relevant legislation and policies and advocating for legislative change in order to reduce stigma and discrimination against key affected populations.

One of the challenges however, is that civil society has no joint advocacy initiative over specific needs around legislation, policy and programmes. Most of the advocacy efforts are ad hoc and not done in a systematic way. In addition, monitoring of these policies and programmes tend to be limited.

J-FLAG is therefore seeking to implement a project entitled “Mitigating Risks and Enabling Safe Public Health Spaces for LGBT Jamaicans” to foster the development of an enabling environment where LGBT people’s right to health are promoted and respected in order to increase access among the population.

### **Objectives of the Project**

1. To create/expand population friendly health services in five health facilities;
2. To develop the capacity of NGOs to advocate for tailored programmes in healthcare facilities for LGBT population;
3. To reduce stigma and discrimination against LGBT persons , including LGBT people living with HIV at five healthcare facilities;

### **Key Partners & Stakeholders**

J-FLAG	Grata Foundation
National Family Planning Board	Jamaica Youth Advocacy Network (JYAN)
National HIV Programme	RISE Life Management
Jamaica Network of Seropositives (JN+)	Sex Work Association of Jamaica (SWAJ)
ASHE	National Council on Drug Abuse Patricia
Eve for Life	House – Richmond Fellowship Trelawny
Jamaica Aids Support for Life (JASL)	Parish AIDS Association
Children’s First	St. Ann Parish AIDS Association
Jamaica Redcross	FamPlan
Colour Pink Group	Clarendon Young LGBT Committee
NADA	PANOS
Health Policy Project	

### **Relevant Technical Interventions & Project Activities**

*Capacity building in monitoring, documentation, advocacy, and creation of forums for partnership and advocacy:*

Civil society organisations will be supported to engage Government and other institutions in dialogue in order to improve HIV policy formulation and implementation, service delivery, as well as the development of new or amended legislation. Among the proposed issues to be examined are a general anti-discrimination and human rights framework, legislation and policy systems related to child care and protection, gender based violence and inequality. A broad range of civil society organisations will be supported in developing techniques, mechanisms and capacity to monitor and document the effects of policy and legislation and use these to inform their advocacy after participating in residential advocacy training. Support will be provided to these organisations to develop advocacy plans and communication materials; engage with partners, Government institutions and media.

The strengthening of the capacity of civil society to undertake advocacy on HIV related legislation policy and service provision will be carried out through the following strategies:

- i. Develop capacity to monitor and document implementation of HIV services and policies, documenting challenges, barriers and rights violations experienced by their communities;
- ii. Analyze the impact of the implementation of HIV policies and existing legal frameworks;
- iii. Support the creation of forums, partnerships and networks among and between civil society groups, public and private sectors, media. These forums will be mechanisms to expose the experiences documented to policy makers; partnerships will be used to improve advocacy skills and opportunities, increase awareness of rights issues related to HIV and increase the pool of advocates/spokespersons for more accepting attitudes generally and for proposed legislative and policy changes;

### **Scope of NGO Training**

In order to meet *objective 2*, J-FLAG is contracting the services of a consultant to design and conduct a residential training session for NGO representatives.

### **Required Competencies**

- A Bachelors Degree in a social science or related field.
- Minimum 4 years' experience in designing and facilitating workshops related to HIV, human rights and the LGBT community specifically.
- In-depth knowledge of the national HIV response and structural drivers that increase LGBT people's vulnerability.
- Experience working with civil society organisations
- A strong commitment to delivering timely and high-quality results and comprehensive reporting.
- Good communication skills.

### **Key Deliverables & Timeframe**

<b>Activities</b>	<b>Description</b>
1. Develop training curriculum	A comprehensive training tool that will enhance the capacity of NGOs to advocate for and provide effective health services for LGBT Jamaicans.
2. Review NGO baseline assessment	This should be used to better understand and fill organisational gaps that the baseline assessment will highlight.
3. Prepare draft curriculum and share for feedback	Draft report should include objectives, areas of focus and activities to be used throughout the training.
4. Final training curriculum	Submission of final training curriculum after feedback from draft curriculum
5. Conduct NGO Training	Facilitate three-day residential workshop and develop Advocacy Plan
6. Submission of Training Report	Draft and finalise report of residential training and Advocacy Plan
7. Conduct Follow Up Training	Facilitate one-day follow-up training
8. Submission of Training Report	Draft and finalise report of follow-up training

### **Remuneration**

A local consultant will be paid as follows:

1. 300 USD per day for a total of 10 consultancy days to design and facilitate the training with NGOs.
2. 250 USD per day for a total of two consultancy days to facilitate a follow-up training with NGOs

### **Expression of Interest**

Interested individuals should submit the following documents:

- Application and curriculum vitae outlining specific relevant experience and suitability for the consultancy
- Two sample curriculum and workshop report
- A detailed plan outlining proposed activities and outcomes

**Submissions should be sent to Jaevion Nelson at [jaevion@gmail.com](mailto:jaevion@gmail.com) by 3PM on September 19, 2014.**

For further information contact Karen Lloyd at 754 2130.