
Terms of Reference

Free to be Me – Localisation of the Theory of Change and Annual Plan Contributor

Period: November 2021 (3-5 days)

1. Introduction

The Uganda Key Populations Consortium (UKPC) has received funding from Hivos to host the Free to be Me project (F2BM) in Uganda. The project puts LGBTIQ+ people and their organizations in the driving seat. Local LGBTIQ+ organizations are best placed to indicate their needs, opportunities and risks. Enabling them to effectively lobby and advocate for their own rights, is our best chance to achieve long-lasting impact. This is what makes our program unique: we will bring the principles of local ownership, gender equality, diversity, and inclusion into practice.

2. Background

The F2BM project, is a global level consortium that is bringing together a wealth of experience with enhancing LGBTIQ+ leadership, and many rightsholders are already organized in a diversity of ways. They are aware of their human and economic rights and ready to join forces with their peers and allies, to improve these rights. Free to be Me goes beyond local ownership of the program: we support LGBTIQ+ activists in strengthening and taking this ownership, working from their own safe space, the Community of Action (CoA). Our regranting system is participatory, rightsholders are represented in our governance system and we will be as accountable to them as they are to us.

Therefore, the Free to be Me alliance consists of six diverse and experienced organizations that are strongly committed to improving the lives of LGBTIQ+ people worldwide. For many LGBTIQ+ organizations, Hivos was the first funder thanks to our support since the 1990s. Rooted in regional hubs, Hivos regranting and connects to creatives, techies and data specialists. Positive Vibes improves the well-being, resilience and 'coming to voice' of activists, communities and organizations, while ILGA World is the global network of LGBTIQ+ organizations, with 1654 members in 162 countries, and an influential voice at the international level. Technical partner Sogicampaigns has a wealth of experience in supporting LGBTIQ+ activists to positively influence public opinion, the Global Interfaith Network knows how to engage religious leaders in dialogues with LGBTIQ+ people of faith, and Workplace Pride brings in its valuable networks and understanding of how to involve (multinational) companies in workplace inclusion.

The Free to be Me alliance will work in fourteen countries in Southeast Asia, the Middle East and North Africa, and East, Southern and West-Africa.

3. The program

We will bring LGBTIQ+ people and organizations from all parts of the LGBTIQ+ rainbow together in inspiring Communities of Action (CoAs), and empower them to strengthen or build a movement. Within our overarching Theory of Change, LGBTIQ+ communities will decide about objectives, strategies and activities to engage key actors and convince duty bearers to improve their human and economic rights.

Resilient and self-confident activists are at the core of the strongest and most successful LGBTIQ+ organizations. Where necessary, we will support LGBTIQ+ individuals and groups to increase their (personal) well-being and become well-prepared advocates, cooperating in inclusive LGBTIQ+ civil society organizations. Based on this sound foundation for movement-building, and supported by expert working groups, Free to be Me will assist CoA participants to increase public support for LGBTIQ+ people and issues, lobby for legal and policy changes and remove key obstacles to social justice and economic development.

Free to be Me will be the first program of its kind to pave the way for targeted lobby and advocacy to get SOGIESC issues mainstreamed in economic development programs. The CoAs will focus on improving the economic inclusion of LGBTIQ+ people in their respective countries, while our trailblazer approach will map, connect and inspire key actors, help them develop a strategic global action plan and initiate pilot research to find out what strategies work best.

The five-year program started April 1st, 2021 and is funded by the Dutch Ministry of Foreign Affairs, under the Strategic Partnership Fund, which is part of the Strengthening Civil Society subsidy framework

4. Main goal

In each country, activists/advocates at the local and national level come together to localize the Free to be Me Theory of Change, set priorities for their country context, and define joint goals. In a joint meeting of experts with backgrounds as diverse as LGBTIQ+ communities themselves, we will develop plans for the coming four years, and identify actions for the coming year.

The participants will be expected to actively contribute to a joint action plan, taking into account the needs of the breadth of LGBTIQ+ communities which in this case, Uganda.

5. Requirements

This is a short-term contribution on consultancy/per-diem basis.

The contributor:

- Has expertise in and a passion for working on LGBTIQ+ inclusion and rights, for example through advocacy.
- Has a progressive and positive view on LGBTIQ+ rights and inclusion, sees inclusion of LGBTIQ+ people from an intersectional perspective and understands how exclusion works for a range of groups marginalized in their country context.
- Is keen on ensuring ownership by local LGBTIQ+-led, organizations, and in finding innovative and creative solutions to realize goals.
- Is keen on ensuring that all parts of the LGBTIQ+ rainbow benefit from the Free to be Me program.
- Is able to establish productive and innovative collaborations, including between organizations, groups and persons that maybe do not always work together.

- Ability to work and think at an abstract level, that is able to plan ahead for the coming years, taking into account the needs of more than just their own organization.

Want to apply?

Please fill in the nomination/application form [here](#). The deadline for applications is Monday, November 22nd, 2021 5:00 PM EAT.

Please note that being a TOC Localisation and Annual Plan Contributor does not guarantee you or your organization automatically being a Community of Action member in 2022. This is a purely voluntary and project localisation process. Your selection will be based on your commitment and experience to the LGBTIQ+ programmes development in Uganda.