



FREE TO
BE ME

Call for Members to the Localised Grants Committee- Uganda Introduction

Uganda Key Populations Consortium (UKPC), with support from Hivos, is implementing Free To Be Me, an ambitious, daring and innovative program that will help build a vibrant LGBTIQ+ movement in Uganda that is confident and capable of lobbying and advocating for their human and economic rights. Through this programme, LGBTIQ+ organisations in the country will be supported through interventions such as sub granting.

UKPC through the Free to be Me Programme, is seeking applications from committed activists and grant-making experts to be members of its country Localised Grants Committee.

Background

Free to be me is an ambitious, daring and innovative program that aims at building a vibrant LGBTIQ+ Movement that is confident and able to lobby and advocate for human rights and economic rights. Free to be me aims to bring together organizations and individuals that will contribute to advancing LGBTIQ+ Leadership in advocating for social and economic rights and bring an alliance of organizations that are experienced and strongly committed to improving the lives of LGBTIQ+ people worldwide. The Free to be Me will be implemented in fourteen countries in Southeast Asia, the Middle East and North Africa, and East, Southern and West Africa through an Alliance of committed and experienced organizations worldwide. The alliance comprises three consortium members: HIVOS, ILGA World, Positive Vibes and three technical partners –SOGI Campaigns, the Global Interfaith Network (GIN) and Workplace Pride. Hivos is the leader of the Consortium and as such is responsible for facilitating the development of the process of the implementation.

The Free to be Me has a participatory grantmaking panel made up of LGBTI activists, experts, and allies. The Free to be Me aims to increase the capacity of the LGBTI community to self-organize and advocate for its rights, self-determination, and wellbeing.

The purpose of Free to be Me grant-making is to:

- To develop and sustain a mechanism to support LGBTI-led groups of different sizes

working on a range of issues at the international, country, country and local levels, with emphasis on smaller groups with limited resources.

- To increase and enhance access to resources to support LGBTI movements by

increasing financial resources dedicated to LGBTI-led organizations and groups; providing access to non- financial resources for LGBTI organizations, such as skills building, organizational strengthening, leadership development and activist support.

Free to be Me's Grantmaking

Free to be Me upholds a participatory grantmaking strategy. We take an activist-led approach that engages LGBTI people in our grantmaking process. This means that LGBTI people are actively involved at every stage, from determining funding priorities to reviewing applications and making decisions about which groups get funded. All eligible applications that are submitted to UKPC will be reviewed by the Localised Grants Committee.

Roles and Responsibilities of the Localised Grants Committee

The role of the Localised Grants Committee is to review grant proposals submitted to it and make decisions on these grant applications in line with Free to be Me's priorities and principles.

The Localised Grants Committee members have the following responsibilities:

- • Lead and conduct grant-making processes, including:.
 - • Review applications for funding.
 - • Make collective decisions on funding proposals (decisions of the LGC are final pending ratification from the Steering Committee).

 - • Recommend grantmaking priorities and provide input on ITF strategy as relevant.
 - • Adhere to grant-making priorities set by the free to be Me country coordination team
- (as guided by the Free to be Me country Communities of Action).
- • Strictly adhere to Free to be Me's confidentiality and conflict of interest policies at all times.

 - • Elect Co-Chairs for their grant cycle.

Time Commitment

To fulfil this position, the country grant-making panel members must be able to commit to the following:

- • Participate in mandatory on-line training (3 hours) each year.
- • Review 30-50 applications (including scoring and providing feedback) over 6 weeks

in the annual grantmaking cycle (approximately 50 hours total each year).

- • Attend and actively participate in either an in-person or virtual meeting each year

Qualification of the candidates

Essential qualifications:

- • Have at least 2-5 years of direct involvement with LGBTI activism at the country and/or international level.
- • Be recognized by other LGBTI activists in their country as an LGBTI community activist.
- • Be able to communicate and write in English and/ or the country's dominant language(s).
- • Be able and willing to work in a diverse environment that includes activists and donors.
- • Hold a passport allowing them to travel internationally to attend country grant-making panel meetings (if necessary).
Have a strong commitment to fulfilling tasks and deadlines.



Optional qualifications:

It would be desirable for candidates to:

- • Identify as LGBTI
- • Have direct experience managing and reporting on grants for LGBTI work.

Conflict of Interest

The Localised Grants Committee members or their family members **cannot be significantly involved in any group that has applied or will apply for funding from Free to be Me.**

The Localised Grants Committee members may not benefit financially from the grants assessed or existing Free to be Me grants.

Timeframe

The Localised Grants Committee members will be appointed by the UKPC Board/Steering Committee for a one-year term.

Compensation

The Localised Grants Committee members will receive a remuneration for the one-year grant cycle. Members **may** also receive travel expenses, including per diem, to attend committee meetings.

Apply

Interested candidates should send their resumes/CV and cover letters to info@ugandakpc.org / ugandaf2bm@ugandakpc.org with the subject line: [Last name] Localised Grants Committee member application by or before **December 15th, 2022, 11:30 pm** East African Time.

