



Call For Consultant

CALL FOR A CONSULTANT TO REVIEW EXISTING TOOLKITS FOR USE BY TRANSGENDER AND GENDER DIVERSE-CSOS TO ASSESS POLICY, STRUCTURAL, AND LEGAL BARRIERS THAT IMPEDE EQUITABLE ACCESS TO QUALITY HIV/AIDS, TB, MALARIA, AND OTHER CRITICAL HEALTH SERVICES FOR TRANSGENDER AND GENDER-DIVERSE YOUTH COMMUNITIES.



Background

Trans Youth Initiative - Uganda (TYI-Uganda) is a Uganda-based organization dedicated to advancing the rights, health, and well-being of transgender and gender-diverse communities, particularly focusing on rural and marginalized populations. TYI-Uganda was established to address the pressing health and human rights challenges faced by rural transgender and gender-diverse youth communities, whose access to essential services is often hindered by systemic discrimination, social exclusion, and limited healthcare knowledge and resources. These barriers create an environment where transgender and gender-diverse youth face disproportionately high rates of HIV/AIDS, tuberculosis (TB), malaria, and other preventable health conditions, primarily due to restricted access to timely, quality healthcare services. This situation is further exacerbated by socio-legal and policy barriers that reinforce stigmatization and limit access to health resources, leading to adverse health outcomes and impacting overall community resilience.

To address these pressing challenges, TYI-Uganda has initiated a three-year project funded by the Gender Equality Fund (GEF), a collaborative effort supported by the Global Fund to Fight AIDS, Tuberculosis, and Malaria, GSK, and ViiV Healthcare. The GEF works in partnership with organizations serving women in all their diversities to foster gender-transformative health solutions. This initiative aims to ensure that transgender and gender-diverse communities receive inclusive health services, affirming, and sensitive to their specific needs.

Through this project, TYI-Uganda is focused on implementing gender-responsive interventions designed to reduce the incidences of HIV and TB among transgender women and gender-diverse individuals. The initiative also strives to address the root causes of health inequities by advocating for policies and frameworks that dismantle systemic barriers to health access. By empowering communities to understand their rights and equipping healthcare providers with the resources and training necessary for inclusive service delivery, TYI-Uganda is contributing toward the global target of ending HIV and TB by 2030.

TYI-Uganda's involvement in this project represents a significant step toward achieving equitable healthcare for transgender and gender-diverse populations in Uganda. With the Gender Equality Fund's support, TYI-Uganda is leveraging both local partnerships and international resources to drive a movement of health transformation that emphasizes service delivery and advocacy, community engagement, and sustainable capacity-building efforts. The ultimate goal is to foster a health system in Uganda that values the dignity, safety, and health rights of all individuals, regardless of gender identity, thereby creating a model for comprehensive, gender-sensitive healthcare.

Purpose

The purpose of this consultancy is to conduct an in-depth review and enhancement of existing toolkits intended for use by transgender and gender-diverse civil society organizations (CSOs) to assess and address policy, structural, and legal barriers that prevent equitable access to high-quality HIV/AIDS, TB, Malaria, and other essential health services for transgender and gender-diverse youth in Uganda. These toolkits should enable CSOs to systematically identify and dismantle the multiple layers of barriers that disproportionately affect these marginalized communities, limiting their access to timely and comprehensive healthcare services.

Through this consultancy, the toolkit will be refined to serve as a holistic and user-friendly guide for CSOs, government agencies, and health institutions working within and beyond the transgender and gender-diverse advocacy space. It aims to equip stakeholders with practical tools, resources, and strategies to facilitate meaningful engagement with transgender and gender-diverse communities. The toolkit will guide organizations in implementing gender-transformative policies and practices that actively reduce stigma, discrimination, and other barriers to care, fostering an environment where marginalized transgender and gender-diverse individuals can access affordable, non-discriminatory, and stigma-free health services.

Key Processes for Reviewing, Designing and Developing ToolKit

To ensure that the toolkit is relevant, actionable, and effectively addresses the unique health challenges faced by transgender and gender-diverse communities in Uganda, the development process will include a comprehensive approach with the following components:

- **Literature Review:** Conduct a thorough review of existing literature, toolkits, frameworks, and best practices to identify successful approaches to assessing and addressing policy, structural, and legal barriers. This review will encompass both local and global resources, focusing on barriers to accessing HIV/AIDS, TB, malaria, and other critical health services for transgender and gender-diverse populations. Emphasis will be placed on understanding stigma-reduction techniques, policy advocacy, gender-transformative approaches, and successful case studies that can inform toolkit development.
- **Toolkit Enhancement and Customization:** Transform the existing toolkit into a user-friendly, context-specific resource that includes practical guidance, actionable tools, and case studies relevant to rural transgender and gender-diverse CSOs (TG-CSOs) in Uganda. The toolkit should feature step-by-step guidance on assessing healthcare access barriers, navigating policy constraints, and engaging in advocacy. It should be accessible and adaptable for use by diverse community organizations, ensuring relevance across various regions and socio-cultural contexts in Uganda.

- **Incorporation of Lived Experiences from Rural and Gender-Diverse Perspectives:** Ensure that the toolkit centers on the lived experiences and perspectives of rural transgender and gender-diverse individuals, including female transgender sex workers, whose voices are often marginalized. This will involve engaging directly with these communities to gather insights on their unique challenges, expectations, and desired outcomes from healthcare services. The toolkit will serve as an inclusive and affirming resource tailored to the realities of rural transgender and gender-diverse communities.
- **Stakeholder Consultations and Participatory Engagement:** Conduct inclusive consultations with a diverse group of stakeholders, including rural transgender and gender-diverse individuals, transgender and gender-diverse sex workers, government representatives, NGOs, community leaders, and healthcare providers. These consultations will provide a platform to gather input, validate toolkit content, and refine strategies for implementation. This participatory approach ensures that the toolkit reflects a broad spectrum of perspectives and is shaped by those who will ultimately use and benefit from it. The feedback from stakeholders will be instrumental in aligning the toolkit with on-the-ground realities and enhancing its practical applicability.
- **Monitoring and Evaluation Framework Development:** Design a robust monitoring and evaluation (M&E) framework that TG and gender diverse-CSOs and health service providers can use to assess the effectiveness of their initiatives. This framework will include clear indicators for measuring improvements in healthcare access, reductions in stigma and discrimination, and policy changes that promote equitable healthcare. The M&E framework will support TG and gender diverse-CSOs in tracking progress, evaluating impact, and making evidence-based adjustments to their programs, thereby increasing accountability and demonstrating tangible outcomes to stakeholders.
- **Capacity Building and Training Programs:** Develop and deliver comprehensive training sessions and workshops aimed at equipping TG and gender diverse-CSOs, healthcare providers, and other stakeholders with the skills needed to effectively utilize the toolkit. These sessions will cover critical topics such as conducting barrier assessments, implementing stigma-free healthcare practices, and engaging in gender-transformative advocacy. Capacity-building activities will foster a culture of inclusivity, empowering stakeholders to create health environments that respect and affirm the identities of transgender and gender-diverse individuals, and ensuring the sustainability of toolkit use in the long term.
- **Advocacy and Stigma Reduction Strategies:** Integrate targeted advocacy strategies into the toolkit, offering guidance on reducing stigma and advocating for gender equality within healthcare settings. The toolkit will include strategies for engaging with policymakers, mobilizing community support, and raising awareness around the need for non-discriminatory, affordable HIV, TB, malaria, and reproductive healthcare services. The toolkit will also address harmful institutional practices and provide actionable steps to promote inclusive policies, helping TG-CSOs and stakeholders foster stigma-free environments that facilitate equitable health access.

Scope Of Work

The consultant will undertake the following key responsibilities:

- **Literature and Best Practices Review:** Conduct a comprehensive review of existing literature, guidelines, and best practices focused on gender-transformative approaches, advocacy, and the inclusive assessment of policy, structural, and legal barriers. This review will address challenges specific to equitable access to quality HIV/AIDS, TB, malaria, and other critical health services for transgender and gender-diverse communities, highlighting evidence-based strategies to promote meaningful inclusion.
- **Stakeholder Engagement and Consultations:** Actively engage with a diverse range of stakeholders to capture insights, experiences, and practical recommendations for toolkit development. This will include consultations with TYI-Uganda, TG, and gender diverse - CSOs, cultural leaders, religious leaders, youth advocates, and representatives from youth-led and youth-serving organizations. Through interviews, focus groups, and other participatory approaches, the consultant will ensure the toolkit reflects the lived realities and perspectives of transgender and gender-diverse individuals in Uganda.
- **Toolkit Development and Simplification:** Develop a user-friendly, context-specific toolkit that incorporates practical, actionable, and evidence-based strategies for TG and gender diverse-CSOs. The toolkit should provide clear, step-by-step guidance for assessing and addressing policy, structural, and legal barriers, making it an accessible resource that empowers CSOs to effectively advocate for equitable healthcare access.
- **Draft Presentation and Feedback Integration:** Present the draft version of the toolkit to TYI-Uganda and relevant stakeholders to gather feedback and refine the content. This collaborative review process will ensure that the toolkit is responsive to the needs and suggestions of those who will be using it and aligns with TYI-Uganda's objectives.
- **Final Toolkit Submission:** Deliver the final, fully revised toolkit in both hard copy and electronic formats, ensuring that it is easily accessible and ready for distribution and implementation by TG and gender diverse -CSOs and other key stakeholders. The final toolkit should be a valuable, sustainable resource for advancing health access and equity for transgender and gender-diverse communities across Uganda.

Deliverables

The consultant will be responsible for delivering the following key outputs:

- **Inception Report** a detailed report outlining the proposed methodology, approach, and work plan for the consultancy. This report will establish the scope, objectives, and timeline, ensuring alignment with TYI-Uganda's expectations and project goals.
- **Draft Toolkit** an initial version of the toolkit designed for use by TG and gender diverse - CSOs to identify and assess policy, structural, and legal barriers impacting equitable access to quality HIV/AIDS, TB, malaria, and other critical health services for transgender and gender-diverse communities. The draft should be user-friendly, evidence-based, and contextually relevant.
- **Draft Monitoring Tool** a draft monitoring tool or guide that enables TG and gender diverse - CSOs to assess and measure progress in identifying and addressing policy, structural, and legal barriers to health service access. This tool should include indicators and metrics to support ongoing evaluation efforts by TG and gender-diverse CSOs.
- **Presentation of the Draft Toolkit** a formal presentation of the draft toolkit to TYI-Uganda and key stakeholders. This session will provide an opportunity to review the toolkit's content, gather feedback, and discuss any proposed revisions to ensure it meets the needs of all users.
- **Final Toolkit** The finalized toolkit, incorporating feedback from TYI-Uganda and stakeholders, is delivered in both hard copy and electronic formats. This comprehensive resource should be ready for immediate implementation by TG and gender-diverse CSOs, offering practical guidance to improve health access and outcomes for transgender and gender-diverse communities in Uganda.

Timeline

The consultancy is expected to be completed within 40 days following the contract signing. Upon selection, a detailed timeline with specific milestones and deliverable dates will be collaboratively established with the consultant to ensure efficient progress and alignment with project objectives.

Qualifications and Expertise

The ideal consultant should demonstrate the following qualifications and expertise:

- Master's degree in Social Studies, Public Health, Development Studies, or a related field.
- Proven track record in working with key populations, with extensive knowledge in gender-transformative programming, youth empowerment, and advocacy within the context of HIV/AIDS, malaria, TB, and sexual and reproductive health and rights (SRHR). Specific expertise in issues affecting transgender and gender-diverse communities is essential.
- Demonstrated experience in designing toolkits, training materials, or similar resources, particularly those focused on key populations and addressing gender, youth, and SRHR issues.
- In-depth understanding of Uganda's socio-cultural context, especially as it relates to stigma-free, non-discriminatory, quality, and affordable access to HIV, malaria, TB, and reproductive healthcare services for rural gender-marginalized and gender-diverse youth, including sex workers.
- Exceptional research, analytical, writing, and communication skills, with the ability to produce high-quality, impactful work.
- Ability to work collaboratively with diverse stakeholders and lead participatory processes, ensuring inclusivity and active engagement.
- Strong presentation, verbal communication, and writing skills in English are essential. Proficiency in additional local languages spoken in various districts and regions across Uganda is a valuable asset.
- Proven experience in developing and implementing programs that are inclusive and accessible for transgender women and gender-diverse youth, with a commitment to fostering a supportive and affirming environment.

Reporting and Co-Ordination

The consultant will report directly to TYI-Uganda's Programme Manager and relevant stakeholders. They will work closely with the program manager, Project Coordinator, and the TYI-Uganda Senior Management Team (SMT) to ensure that the toolkit aligns with the program's objectives, strategic direction, and desired outcomes. Regular check-ins and collaborative sessions will facilitate alignment, ensure responsiveness to stakeholder feedback, and maintain momentum throughout the consultancy period.

Application Process

Qualified candidates or consulting firms are invited to submit a comprehensive proposal that includes the following components:

- A clear outline of the approach and methodology proposed for the consultancy, demonstrating understanding and alignment with the project goals.
- A structured work plan detailing timelines, key milestones, and deliverables.
- Resumes and professional profiles of the consultant(s), highlighting relevant experience and expertise.
- An itemized cost proposal, specifying the estimated number of days required for the assignment, daily fees, and a breakdown of all in-country expenses, including logistical costs. The proposal should also include examples of relevant past work.

Please submit all application materials by **November 8, 2024**, via email to transyouthinitiative@gmail.com , with the subject line: **Consultancy Proposal - Toolkit Review for TG and gender-diverse CSOs.**

Award of Consultancy and Additional Notes

TYI-Uganda will evaluate all proposals and award the consultancy based on both technical merit and financial feasibility. TYI-Uganda reserves the right to accept or reject any proposal at its discretion, without obligation to provide reasons and without commitment to select either the lowest or highest bid.

Note: The Terms of Reference (TOR) may be subject to minor adjustments or revisions based on discussions and agreements with the selected consultant to ensure alignment with project needs and expectations.

