



TERMS OF REFERENCE

END OF PROJECT EVALUATION

FACING OUR FEARS PROJECT

FEBRUARY 1, 2019

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Background

Human rights organizations throughout Kenya have grappled with the role of religious leaders in achieving rights for LGBT persons. Religious leaders in Kenya have led campaigns and rhetoric that have continued to oppress sexual and gender minorities by supporting punitive policies (i.e., criminalization of same-sex behavior) and fostering homophobic attitudes. Societal discrimination based on sexual orientation or gender identity is widespread and has resulted in instances of lost employment and educational opportunities, and violence in urban, rural areas and among refugee populations.

Palladium, a global health development firm, and PEMA-Kenya, a local LGBT+ organization in Mombasa are working to ensure that religious leaders are mobilized and sensitized on LGBT+ issues. The overall aim of this work is to broaden their understanding of gender and sexual diversity so that they can become champions for the rights of LGBT+ persons.

In the first year of the project, Palladium and PEMA Kenya revised the Facing our Fears curriculum to include new learning approaches and styles to teaching about gender and sexual diversity and implemented the training throughout Kenya. In year two of the project, Palladium and PEMA Kenya continued to expand on the work of year one to institutionalize the trainings in different parts of Coastal region in Kenya and strengthen the leadership of faith leaders in the response to homophobia in the country. The project has concentrated in supporting trained religious leaders to utilize their skills and new knowledge to open up faith spaces for participation for all including LGBT+ persons.

Project Goal

The overall goal of this project is to increase the sensitivity of religious leaders and work with them in developing social mobilization activities with their parishioners/congregations that promote lesbian, gay, bisexual, and transgender (LGBT) human rights.

Project Objectives Include:

- Institutionalize the training at St. Paul's University in up country Kenya
- Improve the sensitivity of religious leaders around HIV, human rights, and LGBT persons
- Build the capacity of religious leaders to facilitate the training and engage in social mobilization activities
- Facilitate availability of safe spaces for the LGBT+ individuals of faith in places of worship and capacity build the Religious leaders to be able to offer spiritual services to LGBT+ individuals.
- Develop the capacity of PEMA Kenya to continue this work beyond project funding
- Conduct social mobilization activities with religious leaders in Mombasa and Nairobi
- Develop Capacity of Civil Society Organizations in Kenya to Implement Projects with Religious Community

About the Proposed Evaluation

Palladium and PEMA-K are seeking the services of an external consultant to lead the evaluation exercise, using sound methodologies to determine the extent to which the outputs and intended outcomes of the project were achieved. The overall objective of the evaluation is to assess project performance against its intended objectives.

Specific Objectives

- To assess the extent to which the project objectives were met by various methodologies, including interviews with key stakeholders
- To determine the drivers of success towards achievement of project objectives, and the underlying factors that may have affected its implementation
- To determine the relevance of the project in regard to its approaches,
- To document lessons learnt and provide recommendations on how such lessons can be used in future programs
- Conclude the process within 45 days

Process

- The consultant through a collaborative process identifies, access and conduct a preliminary review of all the relevant project materials availed through PEMA-K
- The consultant initiates and holds consultative meetings, online and face to face with PEMA-K project leaders (agree on specific scope; identify primary stakeholders to be interviewed, both as key informants and in focus group discussions; agree on some tentative timelines for the various milestones etc.)
- The consultant in liaison with both PEMA-K and Palladium, develop harmonized and synchronized data collection tools and instruments (primarily qualitative)
- The consultant shares the consultatively developed data collection tools and instruments (inclusive of the data collection methodology) with PEMA-K and Palladium
- The consultant leads the data collection process working hand in hand with PEMA-K and Palladium (identification of the sites and looping in the diverse participants; identification of research assistants and train them on data collection process using the developed data collection instruments)
- Conduct the planned data collection in all the identified and agreed upon project sites
- Facilitate the data processing, analysis and documentation in a comprehensive report
- Conclude the process within 45 days?

Expected Deliverables

- A detailed inception report that includes study methodology, data collection tools, work plan/ schedule of activities, and final report structure
- Evaluation data sets including transcripts of data collected through qualitative methods
- Draft evaluation report to be reviewed by stakeholders
- Power point presentation in a stakeholder's forum to be convened by PEMA-K and Palladium
- A final report including executive summary, introduction, methodology, key findings and recommendations.

Required Qualifications

- Relevant university degree (Masters preferred) in a related field of study (such as research methods, evaluation, social sciences etc.) or equivalent training and work experience.
- Minimum 5 years' experience in assessments and evaluations of similar projects
- Understanding of LGBT programs, with previous experience in research work involving key populations
- Experience working in the coastal region of Kenya
- Excellent writing and presentation skills
- Knowledge of Swahili is an added advantage

Application Process

- Interested candidates are requested to submit applications by **28th February 2019**
- Applications should include the proposed, application letter, methodology, work plan, CVs of proposed consultants, capacity statement of the firm- including examples of previous assignments and reference, and proposed budget
- All applicants must submit their complete application in a single pdf file
- All applications should be sent to: pema@pemakenya.org