

losses in income resulting in many being unable to afford housing, food, and other basic amenities. Sex workers in the community have faced the biggest hit as the nightly curfews and no movement days have affected their livelihoods. The curfews and no movement days have also impacted members of the community who are homeless as they are arrested and charged for being on the street during these times.

As the world moves towards vaccination, TransWave Jamaica has noticed that the trans community is again being left behind as many do not have the required national identification to enable them to receive the vaccine. This is yet another marginalization being experienced by the trans community. The existing, fundamental disparities in political and economic institutions almost ensure that those who are already disadvantaged will bear a disproportionate part of the pain. Many transgender individuals are particularly badly impacted, since their lives are already significantly undervalued in Jamaica due to stigma, discrimination, exclusion, and criminality. There is now an even greater need for the recognition and expansion of the role that key-population-led organizations play in assessing the needs of the different communities affected and are at a greater risk of exclusion.

Organisational Context

Equality Jamaica:

Equality Jamaica (formerly known as J-FLAG) is a human rights and social justice organisation which advocates for the rights, livelihood and well-being of lesbian, gay, bisexual and transgender (LGBTQI+) people in Jamaica. Its work seeks to build a Jamaican society that respects and protects the rights of everyone. Its board and staff are committed to promoting social change, empowering the LGBTQI+ community, and building tolerance for, and acceptance of LGBTQI+ people.

The Welfare and Support Services Department of Equality Jamaica deals directly with client engagement providing services to meet the needs of persons reaching out to the entity. The department has a very comprehensive referral list of organizations providing services that community members can access. These organizations have been sensitized and/or trained to provide non-discriminatory services and are sensitive to the needs of LGBTQI+ people.

The department also conducts interventions with parents/families of LGBTQI+ people. The aim is to equip them with information to be better able to navigate their relationship with their LGBTQI+ child/family member. This activity has been done in the form of support groups, sensitization sessions and short

	<p>videos. Under the Welfare and Support Services Department, a social service audit was done, which mapped the social service providers island wide.</p> <p>In December 2020, Equality Jamaica commissioned a study looking at the 'state of mental health services for LGBTQI+ Jamaicans'. Recommendations from the study completed in February 2021 led to the development of a Community Mental Health Handbook for Practitioners.</p> <p>TransWave Jamaica:</p> <p>TransWave Jamaica is one of the primary actors in the implementation of the Transgender Health Strategy. The organisation is trans-led, trans-focused, and operates from a team-based approach through the active engagement and support of the trans community. They are the country's first non-profit organisation solely dedicated to focusing on promoting the health and well-being of the transgender and gender non-conforming communities in Jamaica. The entity takes a holistic approach to advocacy, addressing not only the socio-political issues but also the mental, emotional and physical health of the trans community through various initiatives.</p> <p>TransWave Jamaica has engaged the trans community through social media campaigns, one-on-one and couples' psychosocial support, fitness and wellness activities, sensitization sessions with key stakeholders, inclusive of healthcare workers, produced reports around economic and social issues affecting the community as well as developed tools for entities that provide services for members of the trans community.</p>
<p>Scope of work:</p> <p><i>(Description of responsibilities and expected outputs)</i></p>	<p>Description of Roles and Responsibilities:</p> <p>A lead Psychosocial Support Counselling consultant will be recruited to further expand the Psychosocial Support Counselling Pilot Initiative for Transgender and Gender Non-Transforming Persons in Jamaica. It is recommended that he/she recruit at least 2 other experienced and suitably qualified psychosocial counselling and training consultants in line with the stated qualifications and competencies of the Terms of Reference in order to meet the timeline.</p> <p>In addition to helping to mitigate the existential trauma that is often faced by TGNC persons and has been further exacerbated since the advent of the COVID-19 pandemic such as homelessness, lack of access to educational opportunities, and gender-based violence (GBV), the Psychosocial Support Counselling service will achieve the following objectives:</p> <p>Objectives:</p> <p>To expand the Equality Jamaica Community Mental Health Handbook for Practitioners and Mental Health Guide for LGBT Jamaicans in order to further</p>

strengthen the sections on transgender persons and gender non-conforming persons. It will be necessary to also include the following information:

- Uptake of STI/HIV prevention, testing, risk reduction and treatment adherence.
 - Increase access to provider-initiated HIV testing in the civil society sector for the trans community.
 - Link TGNC persons to trans-friendly health services, including for the provision of mental health services to address the challenges expressed by TGNC persons in Jamaica such as anxiety, depression, suicidal ideation and substance misuse.
 - Link TGNC persons to the GBV Referral pathway
 - Facilitate referrals to social protection services and social welfare safety nets.
2. Further train staff members and volunteers of TransWave Jamaica and Equality Jamaica in the delivery of a confidential transgender and gender non-conforming (TGNC) psychosocial counselling support service. The beneficiaries of the service will be the diverse range of transgender and gender non-conforming persons, particularly those who are struggling with or questioning their gender identity and/or gender expression. The service will provide information on access to rights-based, gender-equitable social protection services, trans-friendly health care, mental health and psychosocial support.
 3. To provide psychosocial care and support for the staff and volunteers of TransWave Jamaica and Equality Jamaica in order to strengthen their emotional well-being, mitigate mental health stressors, and enable them to practice self-care.

Beneficiaries:

The beneficiaries of this project are:

- Trans and gender non-conforming persons
- Significant others, family members, and friends (SOFFAs) of transgender and gender non-conforming persons
- Staff members and volunteers of TransWave Jamaica and Equality Jamaica.

Results/expected outputs:

The following outputs are expected:

1. An updated mapping of social protection and trans-friendly psychosocial services in Jamaica building on the mapping done by JFLAG/Equality Jamaica, ***Audit of Mental Health and Psychosocial Support Services and Needs for LGBTQ+ Persons in Jamaica.***

	Services and Needs for LGBTQ+ Persons in Jamaica).	
	<p>3.</p> <p>a) Expanded Community Mental Health Handbook for Practitioners and Mental Health Guide for LGBT Jamaicans to further strengthen the sections on transgender and gender non-conforming persons. It is necessary to include the following:</p> <ul style="list-style-type: none"> • Provide information for the uptake of STI/HIV prevention, testing, risk reduction and treatment adherence. • Increase access to provider-initiated HIV testing in the civil society sector for the trans community. • Link TGNC persons to trans-friendly health services, including for the provision of mental health services to address the challenges expressed by TGNC persons in Jamaica such as anxiety, depression, suicidal ideation and substance misuse. • Link TGNC persons to the GBV Referral pathway • Facilitate referrals to social protection services and social welfare safety nets. <p>b) Have 100 copies each of the Handbook and Guide printed.</p>	16
	4. Elaborated training materials to further strengthen the sections on transgender and gender non-conforming persons and conduct capacity building workshops as necessary for the continued operationalisation of the expanded Community Mental Health Handbook for Practitioners and the Mental Health Guide for LGBT Jamaicans, including Facilitators' Manuals, presentations and handouts. Training Report prepared.	16
	5. Psychosocial counselling sessions conducted for staff members and volunteers of TransWave Jamaica and Equality Jamaica.	42

	<p>Summary report prepared that conforms to privacy and confidentiality.</p>	
	<p>The deliverables should be submitted in Microsoft Word, correctly formatted.</p>	
<p>Monitoring and progress control, including reporting requirements, periodicity format and deadline:</p>	<p>A lead psychosocial counselling consultant will be recruited to expand the Psychosocial Support Counselling Pilot Initiative for Transgender and Gender Non-Transforming Persons in Jamaica. It is recommended that he/she recruit other experienced and suitably qualified psychosocial counselling and/or training consultants in line with the stated qualifications and competencies of the Terms of Reference in order to meet the timeline.</p>	
<p>Supervisory arrangements:</p>	<p>The lead psychosocial counselling consultant will report directly to the UNFPA SROC HIV&AIDS Officer with oversight by the SROC Deputy Director. The consultancy deliverable outputs will be guided by a Steering Committee comprised of TransWave Jamaica, Equality Jamaica, UNAIDS and UNFPA.</p> <p>The Sub-Regional Office reserves the right to discontinue the contract if it feels that the psychosocial counselling consultant team does not live up to the expectations, does not respect the rules of the code of conduct, or if any of the team members acts in a way that is detrimental to UNPFA’s reputation and image.</p>	
<p>Expected travel:</p>	<p>No long-distance travel outside of Kingston is expected. The potential for any local travel will be carefully monitored by UNFPA against the background of the provisions regarding travel in light of the COVID-19 pandemic.</p>	
<p>Required expertise, qualifications and competencies, including language requirements:</p>	<p>Lead Consultant:</p> <p>Required Degree Level: Psychiatrist or Master's degree in Psychology and Counselling</p> <p>Required Experience: 10 years</p> <p>Qualifications, skills, and experience:</p> <ul style="list-style-type: none"> ● Senior psychosocial counselling professional with at least 10 years’ clinical experience. ● Excellent understanding of transgender and gender non-conforming issues including gender identity and gender expression. ● Experience in working with transgender persons across the life cycle in all their diversity – homeless, persons with a disability, PLHIV, sex workers, and persons living in slums and rural areas. 	

- Sound knowledge of human rights is mandatory, with specific focus on transgender and gender non-conforming persons' rights and rights of marginalized populations. Knowledge of the Jamaican legal framework and situation related to transgender and gender non-conforming persons is an important asset.
- Excellent communication skills (written and oral) – experience in drafting and editing technical documents such as plans, proposals, reports, discussion papers, presentations and training manuals.
- Experience in conducting training sessions will also be an asset.
- Self-motivated, ability to work with minimum supervision; ability to work with tight deadlines.
- Experience working in the UN or other international development organization is desirable;
- Prior experience in Jamaica is preferred.

The other expert member(s) of the team should possess the following;

- Bachelor's degree in any of the following relevant areas: Gender Studies, Public Health, Social Work, Social Science, Social and Behaviour Change Communication, Human Rights, International Development, or other related fields.
- At least 5 years of professional work experience at the national level in the design, development and delivery of training and capacity building programmes, gender equality programmes, behaviour change communication programmes or other relevant programmes;
- Excellent understanding of transgender and gender non-conforming issues including gender identity and gender expression. Experience in working with transgender persons across the life cycle in all their diversity – homeless, persons with a disability, PLHIV, sex workers, and persons living in slums and rural areas.
- Sound knowledge of human rights is mandatory, with specific focus on transgender and gender non-conforming persons' rights and rights of marginalized populations. Knowledge of the Jamaican legal framework and situation related to transgender and gender non-conforming persons is an important asset.
- Excellent communication skills (written and oral) – experience in writing and editing technical documents such as training manuals, presentations, plans, proposals, reports and discussion papers.
- Accuracy and professionalism in document production and editing.

	<p>For all team members, the following is required:</p> <ul style="list-style-type: none"> ● Excellent interpersonal skills; culturally and socially sensitive; ability to work inclusively and collaboratively with a range of partners, including grassroots community members, religious and youth organizations, and authorities at different levels; familiarity with tools and approaches of communications for development; ● Ability to work and adapt professionally and effectively in a challenging environment; ability to work effectively in a multicultural team of international and national personnel. ● The team must have robust access to the Internet, be fully conversant with computer technology, including proficiency in various MS Office applications (Word, PowerPoint, Excel, etc.) and email; familiarity with Google survey, Zoom and other online platform applications. 										
<p>Inputs/ services to be provided by UNFPA or implementing partner</p>	<p>The psychosocial support counselling consultant team implementing this activity will work remotely and must have their own operational capacities (office, information technology and communication).</p> <p>The venue for the psychosocial support counselling sessions may be virtual or, if deemed necessary, in a physical meeting room as designated by TransWave Jamaica. The latter should be in keeping with COVID-19 restrictions and the imperative to comply with the protocols of the Disaster Risk Management Act (DRMA) and to do no harm.</p>										
<p>Other relevant information or special conditions, if any:</p>	<p>Payments will be made as follows:</p> <table border="1" data-bbox="490 1255 1468 1885"> <thead> <tr> <th data-bbox="490 1255 565 1335">#</th> <th data-bbox="565 1255 1263 1335">DELIVERABLE</th> <th data-bbox="1263 1255 1468 1335">% Payment</th> </tr> </thead> <tbody> <tr> <td data-bbox="490 1335 565 1493">1</td> <td data-bbox="565 1335 1263 1493">Consultancy work plan prepared with timeline and an outline of the expanded Community Mental Health Handbook for Practitioners and Mental Health Guide for LGBT Jamaicans.</td> <td data-bbox="1263 1335 1468 1885" rowspan="3">50%</td> </tr> <tr> <td data-bbox="490 1493 565 1728">2</td> <td data-bbox="565 1493 1263 1728">Updated mapping of social protection and trans-friendly psychosocial services in Jamaica building on the mapping done by Equality Jamaica (Refer to the Equality Jamaica Social Services Audit and Evaluation and Audit of Mental Health and Psychosocial Support</td> </tr> <tr> <td data-bbox="490 1728 565 1885">3</td> <td data-bbox="565 1728 1263 1885">a) Expanded Community Mental Health Handbook for Practitioners and Mental Health Guide for LGBT Jamaicans to further</td> </tr> </tbody> </table>	#	DELIVERABLE	% Payment	1	Consultancy work plan prepared with timeline and an outline of the expanded Community Mental Health Handbook for Practitioners and Mental Health Guide for LGBT Jamaicans.	50%	2	Updated mapping of social protection and trans-friendly psychosocial services in Jamaica building on the mapping done by Equality Jamaica (Refer to the Equality Jamaica Social Services Audit and Evaluation and Audit of Mental Health and Psychosocial Support	3	a) Expanded Community Mental Health Handbook for Practitioners and Mental Health Guide for LGBT Jamaicans to further
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