

Call for Expression of Interest - 2023

Title	LGBTQ+ Adviser - an innovative project to ensure the inclusion of all members in society to be protected in humanitarian contexts	Sector	Protection
Applicants	Registered NGOs with operations in Poland		
Deadline for EOI	November, 20 th , 2023		
Country	Poland		

Background

About the Humanitarian Leadership Academy (HLA)

We are the Humanitarian Leadership Academy, an organisation that strengthens people’s skills and capabilities by providing learning opportunities and aid to individuals in the humanitarian sector and beyond by preparing them to respond to crises.

We provide a broad range of support, ranging from recognised capacity-strengthening support to self-guided e-learning, in-person support during emergency situations, and virtual reality and simulations (face to face and online). Our contextual expertise, together with the evidence we gather through research and data, informs the work we do.

We assist organisations in the humanitarian sector and beyond to amplify their reach, share their knowledge, and build their networks. Our combined impact, which involves developing people’s skills to respond to crises, becomes infinitely stronger by working together.

Our unwavering objective is to design and promote an inclusive humanitarian environment where diverse segments of society can feel safe, protected and adequately represented.

Ukraine Regional Response – Engine 2

As part of our Ukraine Regional Response, the HLA is implementing ‘Engine 2’, an approach that strengthens the local humanitarian system and promotes innovative methods to transform aid delivery. Engine 2 assists individuals, organisations, and systems to respond more effectively to the escalation of conflict in Ukraine.

Engine 2 focuses on capacity strengthening and embraces a whole-society approach. Providing instruction on how to share power and exploring relationships between all actors helps achieve system-wide impact. It is a sustainable, transformational change that champions progressive localisation, genuinely supports local solutions, and recognises the diversity of actors within the humanitarian eco-system.

The goal of Engine 2 is to encourage collaboration and sharing of knowledge between various actors involved in the humanitarian response, with the ultimate aim of strengthening civil society as a whole. To fulfil this mandate, it is essential to include diverse representation of all societal and refugee groups affected by the crisis.

Rationale for a project focusing on LGBTQ+ people from Ukraine in Poland

The rights of LGBTQ+ people are human rights. Yet in many places of the world, members of the LGBTQ+ community suffer from discrimination and violation of their basic human rights. This is especially true in times of crises. In times of conflict, vulnerable, marginalised and at-risk groups have the most pressing humanitarian needs. Amongst these groups, LGBTQ+ individuals are uniquely affected, and global threats against both LGBTQ+ people and women are multiplying.

Several years before the outbreak of armed conflict in Ukraine, nationalistic conservative efforts in local Polish municipalities resulted in the establishment of “LGBTQ+ free cities.” Now in the politically heated pre-election time, the current societal discourse again focuses on the current government’s approach towards so-called “gender ideologies,” and a populist election campaign which perceives both LGBTQ+ individuals and refugees as a threat to the traditional conservative values held by other members of society, namely traditional family values, the Catholic-faith, and the public order.¹ Amnesty International reports have outlined that, “Protections against discrimination for LGBTI people under EU law have been systematically diluted by the Polish government since 2015... there is still no coherent system for reporting and combating hate crime and hate speech based on sexual orientation and gender identity.”²

Evidence of LGBTQ+ rights violations are also present in the wider region, eg. in the Ukraine response. Research evidence from the Nash Svit Centre in Kyiv reported on 41 cases of severe violation of Human Rights in occupied territories of Ukraine only in the reporting period of their research. However, the total overall number of cases is still unknown, but likely far higher.³ These alarming situations also raise important questions about how LGBTQ+ refugees are

¹ They Treated Us Like Criminals: From Shrinking Space to Harassment of LGBTI Activists | Amnesty International, pg. 6.

² [LGBT Ukrainians find both solidarity and discrimination in Poland | Devex.](#)

³ [LGBTQ and war | LGBT Human Rights NASH SVIT Center \(gay.org.ua\)](#), p. 6.

protected and supported both in Ukraine and Poland, as LGBTQ+ individuals are among the most vulnerable refugee groups affected by the war. Transgender people have reported difficulties within their country and when crossing the border, as reported by the Nash Svit Center's 2023 report.⁴ Amnesty International found that, "Although legal gender recognition of transgender people is possible in Poland, it is a lengthy and costly process."

Additionally the Eastern European Safeguarding Hub calls attention to the fact that many LGBTQ+ refugees in Poland face increased risk of exploitation through online grooming tactics which threaten to out refugees if they do not comply with groomer demands. The Safeguarding Hub mentions the lack of gender affirming care options for refugees when registering for shelter or other social services. The importance of supporting LGBTQ+ people has also been demonstrated through communication channels from LGBTQ+ protection organisations. These channels aid to address the specific needs of LGBTQ+ refugees by arranging support groups, establishing focal points, providing psychological support and advice, and disseminating information for those seeking refuge.

Save the Children is proud to stand behind all vulnerable groups—including all refugees, children and adolescents, and especially the LGBTQ+ community. By funding an LGBTQ+ Humanitarian Adviser, we continue to demonstrate our commitment to fostering an inclusive humanitarian sector and enhancing our capacity to advocate for the rights and well-being of LGBTQ+ individuals in Poland, especially refugees. The expertise of an LGBTQ+ Adviser can be instrumental in developing policies and guidelines that address discrimination and promote equality, and it sends a powerful message of representation and visibility to the LGBTQ+ community, especially those of whom are refugees.

Objective

As part of Engine 2, the HLA intends to fund the position of a LGBTQ+ Humanitarian Adviser hosted by a local organisation, that advocates for the rights of LGBTQ+ refugees and members of society, for one year in Poland. This role will be hosted and led by a local organisation in Poland and supported by HLA for joint capacity strengthening initiatives.

The role holder will be sector-facing. The Adviser will serve as a focal point to other organisations, providing guidance, support, and implementing approaches and frameworks to enable a more inclusive humanitarian response in Poland, all while addressing the needs of LGBTQ+ refugees and their families.

⁴ The battle for freedom. LGBTQ situation in Ukraine in 2022 / Nash Svit Center. — K.: Nash Svit Center, 2023, p.12.

Through funding a partner organisation in Poland to host the role, rather than host the role within HLA, we can help further our shifting the power agenda by harnessing the experience and expertise of a partner organisation. It will also reinforce their capabilities by funding a role embedded within their own organisation. This is a novel approach for the HLA which will enable us to explore new ways of joint action, to generate support and funding to local actors, that will enable local actors to adopt, own and sustain capacity strengthening. Furthermore, this approach is in line with our Engine 2 objectives which aim to introduce innovative approaches to transform humanitarian aid delivery.

Therefore Save the Children International will identify an organisation who is committed to diversity and LGBTQ+ rights that we can partner with to host a LGBTQ+ Humanitarian Adviser. With the support of HLA, the host organisation is expected to undertake the following responsibilities:

- Recruit an LGBTQ+ advisor in line with the scope of work described below, eg. a consultancy based or employment full-time role, depending on the availability and preference of the selected candidate and the opportunities of the hosting organisation.
- Collaborate with the HLA, local organisations, humanitarian actors, and relevant stakeholders in the field of capacity strengthening, ensuring the needs of LGBTQ+ community are included in the overall humanitarian response .
- Provide required reporting (both financial and narrative) to the designated focal point in HLA.

Scope of Work of the LGBTQ+ Humanitarian Adviser

(N.B. the following serve as examples only. For example, there is no expectation that the role holder would deliver all of these activities in a one-year period. The final deliverables, job description, and ways of working with HLA will be co-developed with the partner organisation, and ultimately led by them).

The scope of work for the LGBTQ+ Humanitarian Adviser will be decided by the host organisation with support and in agreement from HLA. However, examples of suggested deliverables could include:

The LGBTQ+ Humanitarian Adviser could contribute to the following areas:

- 1) Comprehensive needs assessments, including identified challenges, recommendations, and gaps.

- Collaborate with local organisations and other relevant institutions e.g. universities, research centres to conduct comprehensive needs assessments to identify the specific needs and assets (community and individual) of LGBTQ+ individuals in response settings.
 - Collect and analyse data to understand the barriers faced by LGBTQ+ refugees in accessing humanitarian services.
 - Collect and analyse data to understand the barriers faced by LGBTQ+ employees in terms of labor rights and job opportunities in the context of humanitarian assistance
- 2) Recommendations and advocacy for best practices for LGBTQ+ inclusion in the humanitarian context.
- Develop a set of recommendations and best practices for local organisations and humanitarian actors to ensure the inclusion and safety of LGBTQ+ employees and refugees in response settings.
 - Advocate for the adoption of these recommendations by engaging with relevant stakeholders, such as government bodies, NGOs, and community groups.
 - Raise awareness about the specific needs, assets and vulnerabilities of LGBTQ+ individuals among humanitarian actors and facilitate training sessions when necessary.
- 3) Training materials, session reports, and evidence of capacity building activities.
- Provide guidance and support to local organisations and humanitarian actors on implementing inclusive policies and practices in terms of humanitarian assistance and employment of staff.
 - Conduct training sessions and workshops to increase the knowledge and sensitivity of staff members regarding LGBTQ+ equality.
 - Promote the creation of safe spaces within organisations by fostering a culture of respect, inclusivity, and non-discrimination.
- 4) Monitoring and evaluation information, including data on progress, challenges, and impact.
- Regularly assess the effectiveness of implemented strategies and adapt as necessary.
 - Prepare reports and share findings with relevant stakeholders to inform future programming and decision-making processes.

The LGBTQ+ Humanitarian Adviser is expected to:

- Regularly communicate with the HLA, for example, by participating in the team meetings of HLA's Eastern European Centre.
- Actively contribute as a member of relevant sector-facing groups, e.g., the Capacity Strengthening Task Force in Poland
- Build networks and alliances to support their mission, both within Poland and across the response.
- In cooperation with the regional HLA Learning Solutions Specialists, conducts activities such as training or workshops regionally on relevant topics, such as anti-discrimination.

- Attending relevant conferences and cooperation meetings with other humanitarian organisations in the region, such as the NGO Forum in Poland.
- Provide advice on policies to be considered by local organisations.
- Recommend policy-friendly best practices to INGOs and LNGOs.
- Advocate for the needs of LGBTQ+ refugees.
- Spot existing gaps in research, practice and policy
- Cooperate closely with other HLA representatives especially with MEAL.
- Address systemic barriers and biases that perpetuate inequalities and marginalisation.
- Encourage active participation and meaningful engagement of all stakeholders, including affected communities, in decision-making processes.

The LGBTQ+ Humanitarian Adviser should possess the following qualifications and skills:

- Demonstrated expertise and experience in working on LGBTQ+ equality, preferably in humanitarian or development contexts.
- Knowledge of the local context, including cultural, legal, and social factors influencing LGBTQ+ inclusion.
- Strong analytical and research skills, with the ability to conduct needs assessments and provide evidence-based recommendations.
- Excellent communication and advocacy skills to effectively engage diverse stakeholders with sensitivity, respect, and empathy towards LGBTQ+ individuals and their experiences.
- Fluency in Polish and proficiency in English. Ukrainian language skills are a plus.
- Previous experience in capacity strengthening and conducting training sessions is desirable.

Our offer

HLA will offer the following support to the LGBTQ+ Humanitarian Adviser:

- Introduction to Engine 2 mandate and joint effort to achieving them cross-sector
- Introductions and connections to HLA's network of partners and relevant working groups.
- Link to HLA Learning Solutions resources.
- MEAL support from HLA's MEAL team.
- Visibility and echoing of needs, findings, advocacy efforts.

Timeframe

We will begin partnership scoping and partnership assessment procedures in November with the aim to enter a partnership agreement and project kick-off in December 2023.

Partnership period: December 2023 – November 2024 (12 months)

Budget

The HLA has committed to allocating 50,000 GBP gross to the partnership, including the salary of the LGBTQ+ Humanitarian Adviser, as well as the organisational and hosting expenses for the host organisation related to the LGBTQ+ Humanitarian Adviser during the project year.

Expression of Interest Guidelines

EOIs **must** include:

1. Narrative Proposal including:
 - Description of capacity in identified activities, both technical capacity and operational experience in working on LGBTQ+ equality, preferably in humanitarian or development contexts.
 - Description of key outcomes and proposed activities describing how you will implement the project based on the EoI above.
2. Partner Budget

The deadline for EOIs is **November, 20th, 2023**.

Attachments: Narrative Proposal Template, Partner Budget Template

Applications may be submitted to:

Aleksandra Zablocka – Partnership Manager aleksandra.zablocka@savethechildren.org

Evaluation Criteria

A panel of Save the Children/HLA staff will evaluate each EOI concept note based on:

1. Organizational experience and capacity
2. Engagement in coordination mechanisms
3. Sectorial and technical experience
4. Alignment of the budget with proposed activities

Any agreement between Save the Children and organization will be contingent on the following aspects:

1. Secured funding from the donor
2. Organization must undergo an essential due diligence process
3. Organization taking part in an organizational capacity assessment process facilitated by Save the Children
4. Operational and technical approval of the final proposal by Save the Children developed jointly with the partner

Should you have any questions, please do not hesitate to contact us at the email address provided above.