

## Terms of Reference

Request for: Consultant  Individual contractor

### 1.0 Background

The Arab Foundation for Freedoms and Equality is a regional organization dedicated to encourage and support sexual health, sexuality, gender and bodily rights movements in the Middle East and North Africa through capacity building, knowledge production, protection and advocacy. Established in 2009, AFE has been a driver of LGBTIQ+ rights in the MENA region supporting national organizations and local, regional and global advocacy to improve the quality of life of marginalized communities in the MENA region.

The M-Coalition (MCO) is the only regional network devoted to promote and support LGBTIQ health in the Middle East and North Africa Region (MENA) and is the health department for AFE MENA. MCO was founded in 2014 and works through advocacy, information exchange, knowledge production, networking, and capacity building. The M-Coalition strives to involve members of the LGBTQ community and people living with HIV and other Key Populations at all levels of its strategy, policy development and implementation, and internal governing processes.

### 1.1 Project Description

Aging of Key Populations (KPs) is a study aiming to identify the needs of midlife and senior KPs including LGBTQI+, and People living with HIV (PLHIV) in 5 countries in the MENA region. The study will explore different aspects in their lives with a focus on health (ex: the effect of HIV and its medication on PLHIV, mental health, stigma and discrimination, socio-economic situation, etc). The study will also serve as an assessment of the overall health of the KPs and their emerging needs after the age of 45 (heart disease, cancer, menopause etc.)

The study will be divided into 2 categories:

- Aging of KPs in general , issues, obstacles, economic, social and health
- Effects of long term HIV and treatment exposure, heart issues, kidneys, liver, skin etc.

The data collection will be divided to two parts:

1- The KPs will be interviewed and asked questions on their health condition and wellbeing

2- Doctors who work with KPs will be interviewed to give an oversight on the health condition of aging KPs, identify their most recurrent needs, and risks

A second part of the study aims to illustrate the life of the Queer Community 30-40 years ago. Particularly how they used to gather, date, meet, socialize, party etc. Mid-life and senior KPs

will be interviewed and asked about their communities back in the days. Their stories will be collected to develop a publication (stories with pictures) that summarizes their lives during that period.

## 1.2 Job Description

A consultant will be hired for a period of 6 months to develop the 2nd part of the Aging of KPs study in MENA with the support of the MCoalition team. The consultant will be required to communicate with partners and organizations, set review procedures and consent form, gather and document stories and photos (if available), write the social book (report), review and edit it after the reception of feedback.

## 1.3 Qualifications / special skills or knowledge required of the consultant

### *Competencies*

Planning, coordination and organization: Ability to identify priority activities and assignments, allocation of appropriate amount of time and resources for completing work.

Communication: Excellent written and spoken communication skills in English, Arabic, and preferably French too.

Creativity and critical thinking: Ability to think out of the box and provide solutions to existing or emerging problems.

Ability to work in a multicultural, multi-ethnic environment.

Ability to work independently, under pressure to ensure work is achieved to a high standard and in a timely manner;

### *Qualifications*

- Degree in media, journalism, history, communication Arts and at least 5 years of experience working in documentation/reporting/writing stories
- Experience working with LGBTQI+ and key populations
- Previous experience in storytelling, documentation, and report writing
- LGBTQI+, elders, and people from MENA are encouraged to apply

## 1.4 Duration of contract

6 months contract, Starting date: As soon as possible.

Please send your updated CV and a letter answering Why you would want this position?

Email to: [recruitment@afemena.org](mailto:recruitment@afemena.org)