



UNIVERSAL COALITION OF AFFIRMING AFRICANS UGANDA (UCAA_UG)

Using Faith- Based Strategies To Promote Inclusion And Human Rights For All.

Call for Expressions of Interest (EOI)

Title: Expression of interest for conducting research on the impact of faith and religion on HIV -related stigma, treatment adherence and service uptake among LGBTQ+ individuals to inform programming and advocacy.

Location: Uganda

Closing date for applications: 27th June 2025

Organization: Universal Coalition of Affirming Africans Uganda (UCAA-UG)

1. Background

In Uganda, LGBTQ+ people face profound levels of stigma and discrimination rooted in religious beliefs that marginalise them on the basis of their identities. These challenges perpetuate human rights violations and hinder LGBTQ+ individuals' access to HIV treatment, prevention and support services.

Uganda's progress in HIV response is undermined by systemic barriers faced by LGBTQ+ individuals, particularly those living with HIV. Stigma, amplified by religious narratives, remains a critical obstacle. Faith institutions are deeply embedded in Ugandan society, influencing beliefs, behaviours, and access to services. Unfortunately, many faith leaders lack the tools to engage inclusively on HIV-related issues and may unintentionally reinforce stigma. Concurrently, LGBTQ+ communities face gaps in awareness of different HIV related services.

There is an urgent need to research how faith and religion shapes stigma, treatment adherence and service uptake among LGBTQ+ Ugandans. Such research will inform advocacy efforts and leverage faith platforms as catalysts for stigma reduction, directly contributing to the 2030 AIDS elimination.



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To address this need, the Universal Coalition of Affirming Africans Uganda (UCAA-UG) invites qualified individuals or research institutions to submit an Expression of Interest (EOI) to conduct comprehensive research on the impact of faith and religion on HIV -related stigma, treatment adherence and service uptake among LGBTQ+ individuals to inform programing and advocacy.

1. Objectives of the research

Short-term:

To generate robust, context-specific data on the role of faith and religion in shaping HIV-related stigma, treatment adherence, and service uptake among LGBTQ+ individuals in Uganda.

Long-term objective:

To inform and influence inclusive, faith-sensitive HIV programming and advocacy strategies that reduce stigma and improve health outcomes for LGBTQ+ Ugandans.

2. Scope of work

The selected researcher or research institution will be expected to carry out the following tasks:

i. Literature review:

Conduct a comprehensive review of existing literature, studies, and reports on the impact of faith and religion on HIV related stigma, treatment adherence and service uptake among LGBTQ+ individuals in Uganda and comparable contexts.



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ii. Field research:

- Conduct interviews with key stakeholders/ key respondents, including LGBTQ+ individuals, faith leaders, people of faith, health workers and civil society organisations.
- Analyse the role of religious institutions and leaders in reducing stigma and discrimination toward LGBTQ+ individuals.
- Investigate faith frameworks contributing to or mitigating stigma and discrimination towards LGBTQ+ individuals.
- Collect and compile recommendations proposed by respondents on how faith communities can be leveraged and work towards encouraging reduced stigma and discrimination towards LGBTQ+ persons, including what has worked and what has not worked well.

iii. Data collection:

- Gather data through interviews, focus group discussions, surveys, and participatory research methods, ensuring the voices of LGBTQ+ individuals, faith leaders, and people of faith are central to the research process.
- Ensure data collection is conducted safely and confidentially, adhering to ethical guidelines and protecting participants' safety and privacy.

iv. Data analysis:

- Analyse collected data to identify faith and religion-fueled stigma and discrimination trends, patterns, and root cause factors.
- Identify opportunities for advocacy efforts, documenting *what faith-based strategies can be used, the role that faith leaders should play, the issues they face for those already engaged in advocacy, the kind of support they need, and strategies to engage them* in order to reduce HIV related stigma and discrimination toward LGBTQ+ individuals.



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v. Recommendations:

Provide actionable recommendations for the government, civil society organisations, faith institutions, policymakers, development partners and other stakeholders on addressing and reducing faith rooted HIV related stigma and discrimination towards LGBTQ+ individuals in Uganda.

2. Deliverables

The successful applicant will be expected to provide the following deliverables:

- i. **Inception report:** An inception report detailing the consultant's understanding of the work, the proposed work plan, and clear timelines. *Please note that this research must be completed by Friday, 15th August 2025.*
- ii. **Research proposal:** The consultant will produce a proposal that clearly outlines the background to the study, the justification of the study, a comprehensive review of available literature as well as the methodology to be adopted for the study.
- iii. **Transcripts and recordings of all interviews:** All interviewees' responses shall be transcribed into English, and the written transcripts, together with the audio recordings of the interviews, shall be maintained for accuracy and submitted to UCAA for reference.
- iv. **A draft research report:** A draft report of research findings and analysis based on the collected data.
- v. **Attend and facilitate the validation meeting:** presenting and discussing the revised research findings, ensuring that feedback from stakeholders is incorporated.
- vi. **Final research report:** A comprehensive report with key findings, analysis, and actionable recommendations.
- vii. **Attend the launch of the research:** Attend the launch of the research to formally present the final report to key stake holders.



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3. Qualifications

Applicants should meet the following qualifications:

- Advanced degree (master's or Ph.D.) in Social Sciences, Human Rights, Gender Studies, Public Policy, or a related field.
- Proven experience conducting qualitative and quantitative research, particularly in Uganda or comparable contexts.
- Demonstrated understanding of LGBTQ+ issues especially those living with and affected by HIV.
- Strong knowledge of ethical research practices, especially in sensitive areas like LGBTQ+ rights.
- Experience engaging with faith leaders is an added advantage.
- Excellent written and oral communication skills in English.

4. Application Process

Interested applicants should submit the following documents by **Friday 27th June 2025**:

- Expression of interest letter:** A brief statement indicating the applicant's interest in the project, qualifications, and relevant experience.
- Technical proposal:** A detailed research proposal including methodology, data collection techniques, ethical considerations, and timeline.
- Financial proposal:** A budget breakdown indicating the costs associated with the research.
- Curriculum vitae:** A CV of the lead researcher(s) and other key team members, highlighting relevant experience and qualifications.
- Sample work:** A sample of previous research or publications relevant to this assignment.



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5. Submission

Please submit all documents to the Deputy National Coordinator, Ms. Irene Nanyonjo, through irene@ucaaug.org. Incomplete submissions will not be considered.

6. Timeline

The research is expected to be completed by **Friday, 15th August 2025**.

The selected applicant will be required to adhere strictly to the agreed timeline.

7. Evaluation criteria

The following criteria will be used to evaluate the applications:

- Demonstrated expertise and experience in conducting similar research (30%)
- Methodology and approach to the research (30%)
- Cost-effectiveness of the financial proposal (10%)
- Capacity and qualifications of the research team (30%)

8. Contact Information

If you have any questions or need clarification regarding this call for EOI, please contact the Deputy National Coordinator, Ms. Irene Nanyonjo, at irene@ucaaug.org.

Universal Coalition of Affirming Africans Uganda (UCAA-UG) promotes diversity, equity, and inclusion. LGBTQ+ individuals and other marginalised groups are encouraged to apply.