



# UNIVERSAL COALITION OF AFFIRMING AFRICANS UGANDA (UCAA\_UG )

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

## Terms of Reference (ToR)

**Hiring of five LGBTQ+-Inclusive therapists on retainer to provide professional therapy services.**

### 1. Background

The Universal Coalition of Affirming Africans Uganda (UCAA-UG) is implementing a project aimed at advancing LGBTQI+ inclusion in Uganda through evidence-based advocacy, mental health support, and organisational strengthening. Previous work highlighted the urgent need for individual therapy sessions to help LGBTQI+ persons address trauma, depression, and other mental health challenges caused by faith-based exclusion, conversion therapy, and the Anti-Homosexuality Act (AHA) 2023. Building on these lessons, UCAA-UG intends to hire **five qualified LGBTQ+-inclusive therapists on a retainer basis for two years** to provide professional therapy services. The therapists will offer **five one-on-one therapy sessions to each of 40 LGBTQI+ individuals**, with the possibility of further referrals where needed.

### 2. Purpose of the assignment

The purpose of this assignment is to ensure that LGBTQI+ individuals facing trauma, anxiety, depression, or other mental health challenges can access professional, confidential, and affirming therapy services. The therapists will help individuals strengthen their resilience, improve their coping strategies, and support their healing and overall well-being.

### 3. Objectives

The specific objectives are to:

1. Provide safe, confidential, and LGBTQ+-affirming professional therapy to 40 individuals.
2. Address trauma and mental health issues resulting from faith-based discrimination, conversion therapy, societal exclusion, and legal persecution under AHA 2023.
3. Equip beneficiaries with coping strategies to improve their resilience and well-being.
4. Document emerging mental health trends and lessons (anonymised) to inform UCAA-UG's advocacy and programming.





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## 4. Scope of work

The therapists will be expected to:

1. Provide individual therapy sessions (five per client, with flexibility based on client needs) to 40 LGBTQI+ individuals over the project period. Each of the five therapists will provide services to eight individuals.
2. Maintain accurate, confidential session notes in line with ethical standards.
3. Participate in case review meetings with UCAA-UG (without disclosing identities or confidential details) to provide insights into common mental health challenges.
4. Develop short anonymised progress reports highlighting emerging mental health concerns and recommendations for programming.
5. Be available on a retainer basis to provide therapy on demand, with flexible scheduling.

## 5. Deliverables

- Therapy sessions provided to 40 LGBTQI+ individuals (five sessions each).
- Monthly anonymised reports on progress, key challenges, and recommendations.
- Final summary report (anonymised) at the end of the two-year engagement.

## 6. Duration and timeline

- Contract period: **Two years** on a retainer basis. Ending in **September 2027**.
- Therapy sessions will be scheduled on demand, based on client availability and needs, with flexibility for urgent cases.

## 7. Required qualifications

The therapist(s) should have:

- A minimum of a diploma (or higher) in Clinical Psychology, Counselling, Social Work, or a related mental health field.
- Valid professional certification and licence to practice in Uganda.
- Demonstrated experience (minimum 3 years) in providing counselling or therapy, ideally with marginalised or vulnerable populations.
- Proven knowledge and understanding of LGBTQI+ issues and ability to provide LGBTQ+-affirming care.
- Strong interpersonal and communication skills, including trauma-informed approaches.
- Commitment to confidentiality, ethics, and safeguarding principles.





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## 8. Ethical considerations

- All sessions must respect client confidentiality, informed consent, and voluntary participation.
- Therapists must use LGBTQI+-affirming, non-judgmental, and trauma-informed approaches.
- No records should contain identifying details; anonymised codes should be used instead.
- Any disclosure of harm or risk must follow agreed safeguarding protocols.

## 9. Management and supervision

Therapists will work under the oversight of the **Deputy National Coordinator of UCAA-UG, Ms Irene Nanyonjo**. UCAA-UG will:

- Facilitate client referrals and scheduling.
- Monitor overall progress while safeguarding confidentiality.
- Provide logistical support as needed.

## 10. Application Process

Interested therapists or firms should submit:

- A technical proposal outlining their approach to LGBTQ+-inclusive therapy.
- A financial proposal indicating session costs.
- CVs and proof of qualifications/licences.
- At least two references from past clients or organisations.

Please submit these to Ms Irene Nanyonjo, the Deputy National Coordinator, through [irene@ucaaug.org](mailto:irene@ucaaug.org) by **Midnight Friday, 26<sup>th</sup> September 2025**.

