



UNIVERSAL COALITION OF AFFIRMING AFRICANS UGANDA (UCAA_UG)

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

Terms of Reference (ToR)

Research on the impact of Faith, Conversion Therapy, and the Anti-Homosexuality Act (AHA) 2023 on the mental well-being of LGBTQI+ individuals in Uganda

1. Background

The Universal Coalition of Affirming Africans Uganda (UCAA-UG) is implementing a project to advance LGBTQI+ inclusion in Uganda through evidence-based advocacy, mental health support, and organisational strengthening. Uganda's Anti-Homosexuality Act (2023), combined with faith-based rejection and conversion therapy practices, has created a hostile environment that severely impacts the mental well-being of LGBTQI+ individuals.

While UCAA-UG and partners have conducted research on different topics, there is limited nationwide data on how faith, conversion therapy, and the AHA 2023 intersect to affect LGBTQI+ mental health. This research aims to fill that gap, generating evidence to inform advocacy, mental health interventions, and broader inclusion efforts.

2. Purpose of the assignment

The purpose of this study is to examine the impact of faith, conversion therapy, and the AHA 2023 on the mental well-being of LGBTQI+ people in Uganda. The findings will:

- Provide evidence for national, regional, and international advocacy.
- Inform targeted mental health support strategies.
- Raise awareness of the harms of faith-based discrimination and conversion therapy.

3. Objectives

The research seeks to:

1. Document lived experiences of LGBTQI+ individuals with faith-based discrimination, conversion therapy, and legal persecution under the AHA 2023.
2. Assess the psychological and mental health impacts of these factors, including trauma, depression, and anxiety.
3. Generate evidence to guide advocacy efforts for LGBTQI+ inclusion and mental health policy reform.
4. Provide data to support UCAA-UG's programming, as well as the work of partners and allies.





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4. Scope of work

The consultant/research team will:

1. Develop a detailed research design and methodology (qualitative and quantitative).
2. Conduct a desk review of existing literature, laws, and policies related to faith, conversion therapy, and AHA.
3. Collect primary data from LGBTQI+ individuals, policy makers, faith leaders, and people of faith across different regions of Uganda through interviews, surveys, and focus group discussions.
4. Engage mental health professionals to help assess the psychological impact of reported experiences.
5. Analyse findings to identify patterns, trends, and implications for mental health and inclusion.
6. Produce a comprehensive research report with clear recommendations for advocacy, programming, and mental health interventions.

5. Deliverables

- Inception report with methodology, workplan, and data collection tools.
- Draft research report with preliminary findings.
- Presentation of findings at a validation meeting with stakeholders.
- Final validated research report

6. Duration and timeline

The assignment will take approximately **3 months**, starting from the date of contract signing. A detailed timeline will be agreed upon during the inception phase. This exercise must be completed not later than **January 15th, 2026**.

7. Required qualifications

The lead consultant/team should have:

- Advanced degree in Public Health, Psychology, Sociology, Human Rights, Law, or related field.
- Proven experience in conducting qualitative and quantitative research.
- Strong knowledge of LGBTQI+ issues, human rights, and mental health in Uganda or similar contexts.
- Experience working with vulnerable and marginalised populations.
- Strong analytical and report writing skills.
- Commitment to ethical research standards, confidentiality, and safeguarding.





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8. Ethical considerations

The research must:

- Adhere to ethical principles of voluntary participation, informed consent, anonymity, and confidentiality.
- Include trauma-informed and LGBTQI+-affirming approaches.
- Avoid exposing participants to harm or further discrimination.
- Be reviewed and approved by a recognised ethics review committee before fieldwork begins.

9. Management and supervision

The consultant/research team will report to the Deputy National Coordinator of UCAA-UG. UCAA-UG, Ms. Irene Nanyonjo.

10. Application Process

Interested individuals or firms are invited to submit:

- A technical proposal outlining understanding of the assignment, methodology, and workplan.
- A financial proposal with detailed budget.
- CVs of the research team, highlighting relevant experience.
- At least two samples of similar research previously conducted.

Please submit these to Ms Irene Nanyonjo, the Deputy National Coordinator, through irene@ucaaug.org by **Midnight Friday, 26th September 2025.**

