

**Tassi Hangbè**  
**Interdisciplinary University**

# Call for Applications



**Baseline Study  
on the Competences and  
Training Needs of the LGBTQI  
Movement**

**Francophone Africa & the Diaspora**

## 1. About QAYN

**Queer African Youth Network (QAYN)** is a queer and feminist organization founded in 2010 with the aim of establishing an extensive support network to promote the wellbeing and safety of **lesbian, gay, bisexual, transgender** and **queer people in West Africa and Cameroon**. To us, wellbeing is having:

- Self-determination to be agents of our own lives
- Safety to be who we are, free of harm
- Stability to gain and maintain what we value in our daily lives
- Access to adequate resources to live a dignified life.

We are committed to building an autonomous movement led by lesbian, queer women, trans\* and gender non-confirming young activists.

Struggle is an untidy process, and our organizing practice embraces the messy complexities of the world and of our own actions. We organize from the understanding that we have the knowledge and capacity to address the issues affecting our lives and to effect changes while grappling with the reality of living complicated and contradictory lives. Developing a collective appreciation for uncertain outcomes and slow growth while learning and making mistakes through doing are embedded in what we do.

Together, advocacy, movement-building, research and documentation are the strategies that enable us to achieve our mission. These efforts are shaped by feminist methodologies for organizing and research – translated into our realities – that shape our conceptual analysis and methods of action.

## 2. Background

The first ten years of QAYN were punctuated by the development of the LGBTQ movement with initiatives such as the Activist School, a Bootcamp, as well as various workshops that gave a political and organizational orientation to LGBTQ leaders in West Africa and Cameroon. However, over the years, we have come to realize that despite the motivation and determination that drives our communities, our movement unfortunately lacks the technical and political capacities necessary for greater impact. It is also clear that in our region, the LGBTQI movement has yet to establish itself as an integral part of the general human rights movement. As a result, we are committed to dedicating the next ten years to strengthening the LGBTQI movement in the region.

Thus, it is driven by a desire and motivation to further the LGBTQI movement that QAYN is embarking on a most ambitious project: **developing the first interdisciplinary learning space to strengthen the LGBTQI movement in francophone Africa**. This space, which is intended to be conducive to reflection and capacity building in various fields necessary for the advancement of the movement, will be called the **Tassi Hangbè Interdisciplinary University of QAYN**.

QAYN is therefore looking for a qualified consultant to **conduct a baseline study** to a) **assess the recurring needs** of the movement b) **identify the technical resources** currently available in the movement. The results of this assessment will enable the conception of appropriate training programs for the different editions of the University.

### 3. Description

The Tassi Hangbè Interdisciplinary University will consist of **a three-week biennial residential training program** for participants from **across francophone Africa**. Each edition will offer a variety of modules which participants will be able to choose from. Participants will include **LGBTQI activists, feminists, academics, human rights defenders, allies**, and individuals interested in advancing the LGBTQI movement in francophone Africa and human rights in general.

The main objectives of the Interdisciplinary University are:

- 1 Contribute to the technical and political capacity-building of the LGBTQI movement in francophone Africa**
- 2 Foster the creation of a range of resources and expertise within the movement**
- 3 Facilitate exchange and the creation of partnerships between LGBTQI activists and allies, feminists, academics and other human rights advocates**

## 4. Objectives of the Mission

The Consultant will perform their mission in close collaboration with QAYN Coordination. The objectives of the mission are:

### Assessing the Needs of the Movement

- Identify the technical needs of LGBTQI activists, groups and organizations in francophone Africa
- Assess allies' knowledge of the movement and identify their training needs to better support the movement

### Mapping the Competences of the Movement

- Mapping the competences present in the LGBTQI community in francophone Africa and the diaspora
- Establish a list of profiles based on the competences identified
- Establish a comparative table between the needs identified and the competences available in the movement
- Expand QAYN's contact network

## 5. Expected Results

- A list of the technical needs of LGBTQI activists, groups and organizations in francophone Africa
- A list of the technical needs of allies (individuals, groups and organizations) that work with the LGBTQI movement in the region
- A list of profiles detailing the current competences of the LGBTQI movement in francophone Africa and the diaspora
- A comparative table between the identified needs and the available competences

## 6. Profile

We are looking for a **qualified research consultant or consulting firm** with experience with non-governmental and social justice organizations. The consultant should:

- Be organized and proactive;
- Have experience working with the feminist and LGBTQI social justice movement in Africa;
- Have knowledge of the LGBTQI movement in francophone Africa, with an understanding of current issues affecting the movement;
- Have a perfect command of French.

## 7. Duration of the Project

This mission will last three months, from **October to December 2021**.

## 8. Obligations of the Consultant

The Consultant shall perform all tasks in accordance with the present Terms of Reference. They shall use all possible means to perform the assignment with probity and in a professional manner.

They are bound to strict confidentiality on all communications and documentation received, perceived or observed in the course of this mandate.

## 9. How to Apply ?

Interested candidates should send their application including **a technical offer detailing the proposed methodology for the project, a financial offer**, as well as the **resume(s)** of the person(s) in charge of the mission.

Applications should be sent to **contact@qayn.org**, with the subject line « **Interdisciplinary University - Baseline Study** », no later than **September 10, 2021**.

As a queer feminist organization, QAYN seeks to contribute to the skill-development of members of the LGBTQI community, especially in francophone Africa. We are therefore particularly interested in candidates who not only have the required technical expertise and knowledge, but who are also part of, or have experience with the community.

**Applications from LBQ women, trans\* and non-binary people are strongly encouraged.**

### **NB:**

- For consultants based in Burkina Faso, the consulting fees will support a 5% tax (for those who have a Unique Financial Identifier - IFU), and 25% (for those who do not have a Unique Financial Identifier - IFU). This tax will be deducted at source by QAYN for the benefit of the Public Treasury of Burkina Faso.
- For consultants based outside of Burkina Faso, the fees will be subject to a 20% tax withheld by QAYN for the benefit of the Public Treasury of Burkina Faso.