



## **Terms of Reference for Project Consultant**

### **Mobilizing Parliamentarians as Champions for LGBTQI+ Equality and Inclusion in the Pacific Region**

Parliamentarians for Global Action (PGA) is seeking a consultant to support the implementation of its project to mobilize parliamentarians in the Pacific region as human rights champions, taking action to guarantee that every LGBTQI+ individual has equal value, lives with dignity and is able to achieve their highest potential free from all forms of violence and discrimination.

#### **About PGA's SOGI Campaign**

PGA is the largest international cross-party network of individual members of parliament (MPs), with approximately 1,200 members in 150 parliaments worldwide. PGA's mission is to inform and mobilize MPs to advocate for human rights, the rule of law, democracy, human security, inclusion, gender equality and justice, including climate justice.

In 2013, PGA launched its Global Parliamentary Campaign against Discrimination based on Sexual Orientation and Gender Identity (SOGI Campaign) to sensitize parliamentarians around the world about their role in promoting equality and inclusion of LGBTQI+ people.

The objectives of the campaign include:

- Encourage MPs to engage with LGBTQI+ civil society representatives in their countries;
- Assist MPs in taking action to ensure that legal frameworks are aligned to the principle of non-discrimination; and
- Build a sustainable network of like-minded MPs across political parties and borders who, despite threats to personal safety and loss of political capital, champion the rights of marginalized and vulnerable communities.

PGA's SOGI Campaign protects and guarantees the human rights of LGBTQI+ people by sensitizing parliamentarians to regional and international human rights standards. The Campaign seeks to build the capacity and political will of legislators to genuinely understand and engage with civil society on collaborative formulations that preserve rights. A key objective is to strengthen dialogue between marginalized communities and legislators in particular, and enhance connections with other relevant stakeholders such as political parties, government officials, other national authorities, regional parliaments, faith leaders and the private sector. Strengthening dialogue and engagement between MPs and LGBTQI+ CSOs will contribute to the increased capacity of these stakeholders on the ground and building the movement. To ensure sustainability throughout and beyond the project, the design of actions, activities, and communications materials will be developed in coordination with local and regional LGBTQI+ CSOs. Participating legislators will share their commitments with their colleagues to generate political will and support, while CSOs will help hold legislators accountable to these commitments. PGA's action plan identifies concrete steps that participating legislators can take within

a defined timeframe in their countries.

PGA's SOGI Campaign has sensitized and engaged over 300 parliamentarians in 52 countries. Our monitoring and evaluation tool has tracked these MPs over a 10-year period and demonstrated that the majority have participated in several SOGI Campaign activities throughout their term – or terms – in parliament, which demonstrates that MPs maintain sustained engagement and trust with PGA. PGA also monitors each MP to assess if their participation in a PGA activity prompted a subsequent action. Seventy percent of the participating MPs have taken an action, including meeting with LGBTQI+ activists and experts, reviewing PGA/UNDP's publication on "[Advancing the Human Rights and Inclusion of LGBTI People: A Handbook for Parliamentarians](#)" and sharing the outcome of a SOGI Campaign activity with their peers in parliament. Among these parliamentarians who have taken action following a PGA activity, approximately 25% have become SOGI champions in their countries, taking a public stand to promote the equality and inclusion of LGBTQI+ persons.

### **Purpose of the Consultancy**

The main purpose of this consultancy is to build on PGA's longstanding intersectional experience, cross-party parliamentary membership in the Pacific region and trusted partnerships with LGBTQI+ civil society organizations.

Additional purposes of the consultancy are:

1. Promote dialogue and consultation between parliamentarians and civil society organizations representing LGBTQI+ communities in the Pacific.
2. Prepare and disseminate strategic messages and tools to improve understanding about their role as parliamentarians in advancing equality. PGA will consult on this process with Fiji Rainbow Pride, which has already adapted PGA/UNDP's Handbook to the context in Fiji. As a result of recommendations from parliamentarians and activists, the consultant will prepare a shorter version of the parliamentary toolkit tailored for the Pacific Islands, including two sections on (a) the nexus between LGBTQI+ inclusion and the climate crisis in the Pacific; and (b) communications strategies/talking points for speaking about equality and inclusion using the language of religion, culture and community.
3. Connect parliamentarians from the Pacific with peers from other countries in the region to generate and strengthen political will, share good practices and lessons-learned on legislative reforms and serve as a supportive network to amplify the voices of national legislators.

### **Consultancy Deliverables**

***By June 30, 2024:***

1. Organize the Regional Pacific Parliamentary/CSO Dialogue at the sidelines of the Pacific Human Rights Conference taking place in April 2024 in Fiji:
  - a) Develop the agenda in consultation with stakeholders in the Pacific, especially the Organizing Committee of the Pacific Human Rights Conference. Organize a virtual consultation with CSOs to consult on the most relevant topics for the agenda, which may include discussion of the intersectionality of LGBTQI+ equality/inclusion with the

climate crisis, democracy and governance, health and HIV and sustainable economic development.

- b) Invitations and logistics: Identify and invite potential MP parliamentary champions and current PGA members to the Regional Dialogue (target of 15 parliamentarians). Arrange travel and accommodations.
  - c) Prepare a draft outcome document/statement of commitment for discussion and adoption during the Regional Dialogue.
  - d) Meeting facilitation: Organize and facilitate at least one preparatory meeting with each stakeholder - parliamentarians and activists separately -to increase the effectiveness of their dialogue once together; and serve as facilitator of the Regional Dialogue.
  - e) Follow up with MPs post-dialogue to provide technical assistance in implementing agreed action points.
2. Draft a user-friendly resource (20-30 pages) for Pacific parliamentarians including sections on: the nexus between LGBTQI+ inclusion and the climate crisis in the Pacific; and communications strategies/talking points for speaking about equality and inclusion using the language of religion, culture and community.

#### ***By July 30, 2024:***

3. Collect stories, testimonies and lessons-learned in the Pacific for a PGA report to be shared externally with partners and stakeholders.
4. Provide recommendations to PGA for next steps/future activities in the Pacific region.

#### **Required Qualifications for Consultancy**

- At least 10 years working experience in project design and management, with a special focus on LGBTQI+ issues, human rights, gender and inclusion.
- Deep understanding of the cultural, religious and community context of the Pacific region.
- Excellent meeting facilitation and writing skills.
- Attention to detail and flexibility to pivot to accommodate opportunity.

#### **Compensation**

The consultancy fee for the period January 1, 2024 – July 30, 2024 is USD 40,000. In addition, with prior approval, PGA will reimburse costs for travel, accommodation and per diem for participation in the Regional Dialogue.

#### **Application process**

Please submit a cover letter describing relevant experience, a curriculum vitae and writing sample to Jennifer McCarthy, Deputy Secretary-General, at [jennifer.mccarthy@pgaction.org](mailto:jennifer.mccarthy@pgaction.org) by January 4, 2023.

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