



TERMS OF REFERENCE

CONSULTANCY SERVICE TO DEVELOP A MENTAL WELL-BEING FIRST AID HANDBOOK supported by the Direct Aid Program (DAP) of the Australian Government

Project Title: Empowering the LGBTIQ+ Community and Expanding Support Services on Mental Well-being to Address Their Unique Challenges and Promote Inclusive Services.

Location: Colombo-based with potential for field visits.

ABOUT ÉQUITÉ

Équité is a community-based, non-profit organization committed to achieving social justice and equality in Sri Lanka. We focus on empowering LGBTIQ individuals, women, and youth in marginalized communities. Through a combination of advocacy, research, capacity-building, creative expression, and awareness initiatives, we aim to uplift communities that face systemic discrimination and limited access to services.

PROJECT BACKGROUND

The project aims to enhance the mental well-being of the LGBTIQ+ community in Sri Lanka through a comprehensive and inclusive approach. By the end of the project, community members will have improved access to mental health services through peer-led initiatives, accessible and inclusive mental well-being resources, and strengthened support networks. In parallel, mental health service providers will benefit from increased awareness, improved cultural competence, and practical tools to deliver more inclusive, empathetic, and responsive care to LGBTIQ+ individuals.

OBJECTIVE OF THE CONSULTATION

Équité is seeking to recruit a consultant to lead the development of a Mental Well-Being First Aid Handbook that responds to the unique mental health needs of the LGBTIQ+ community in Sri Lanka. The handbook will serve as a user-friendly, inclusive, and culturally relevant tool accessible in English, Sinhala, and Tamil, including formats for persons with disabilities.



SCOPE OF WORK AND DELIVERABLES

1. **Community Needs Assessment:** Conduct a survey among LGBTIQ+ individuals and mental health service providers to identify key mental health support needs and expectations for the handbook.
2. **Consultative Meeting:** Organize and facilitate a meeting with mental health professionals and LGBTIQ+ Civil Society Organizations (CSOs) to determine the handbook's structure and content
3. **Meetings with Équité:** Participate in 3–4 planning and review meetings with the Équité team throughout the consultancy to ensure alignment, provide progress updates, and receive guidance..
4. **Peer Review Meeting:** Present the draft to experts and CSOs and incorporate feedback.
5. **Drafting the Handbook:** Write and submit the first draft of the *Mental Well-being First Aid Handbook* in English.
6. **Ensure Inclusive Translation and Accessibility:** Work with translators and accessibility experts to ensure the handbook is translated into Sinhala and Tamil, and adapted into Braille, sign language, and audio formats.

Required Qualifications & Experience:

- Applications are open to **individual consultants or a team of two**.
- Postgraduate degree in Psychology, Mental Health, or a related field.
- Demonstrated experience working with marginalized communities or in inclusive mental health service design.
- Strong skills in community-based research, stakeholder facilitation, and content development.
- Proven ability to work independently and produce high-quality, rights-based content in a timely manner.
- Experience producing accessible and multilingual communication materials is highly desirable.

Expression of Interest

Interested applicants should submit the following to equitesrilanka2019@gmail.com with the subject line: **"Consultancy Application - Mental Well-Being Handbook for LGBTIQ+ Community"**

1. Cover Letter outlining relevant experience and suitability for the assignment
2. CV(s) of Consultant(s)
3. A detailed budget, including a clear breakdown of costs for each deliverable (e.g., research, facilitation, writing, translation, accessibility adaptations), as well as any other associated expenses such as travel, logistics

For more information, please e-mail: equitesrilanka2019@gmail.com

