



the doj & cd

Department:
Justice and Constitutional Development
REPUBLIC OF SOUTH AFRICA



**LESBIAN
GAY
BISEXUAL
TRANSGENDER
INTERSEX**

EQUALITY • DIGNITY • FREEDOM



REPORT ON THE CALL FOR PROPOSALS

SCAN OF LGBTI INITIATIVES AND REVIEW OF LGBTI TRAINING AND AWARENESS MATERIALS AND PROGRAMMES

FHR GRANTS UNIT

EVALUATIONS COMMITTEE OF THE FHR BOARD

NOVEMBER 2014

Contents

1. Introduction and Background to the Call for Proposals.....	3
2. Relevance of the Call to the National Intervention Strategy (NIS)	4
3. Terms of Reference and Outputs.....	4
4. List of Proposals Received.....	4
5. Assessment of Proposals Process	5
6. Criteria for Selection of an Assessment Team	5
7. Resumes of the Assessment Team.....	6
8. Lead Assessor's Report	7
8.1 Briefing of Assessors	7
8.2 First Phase Assessment Meeting	7
8.3 Outcome of Assessment Process	9
8.4 Panel Discussion	9
9. Assessment Results.....	11
9.1 SAfAIDS.....	11
9.2 Tshwaranang Legal Advocacy Centre	23
9.3 Okuhlekodwa Research and Development Consultants	37
9.4 Creatividad Consulting	51
9.5 Mothertongue.....	63
9.6 Centre for HIV/Aids Prevention Studies (CHAPS).....	75
9.7 Themba Interactive	88
9.8 Viyon Hammond	100
9.9 Scribe.....	113
9.10 Masiphakameni Local Development Agency	122
9.11 Maphuta Community Development	133
Appendix A: Terms of Reference	144
Appendix B: Guidelines for Scoring Proposals	155
Appendix C: Minutes of the Panel Discussion.....	163
Appendix D: Minutes of the Meeting Held with SAfAIDS	169

1. Introduction and Background to the Call for Proposals

South African lesbian, gay, bisexual and transgender (LGBTI) people have achieved substantive equality in terms of the law. Domestically, our Constitution has guided legal reform to prevent discrimination and promote equality. Internationally South Africa has set important precedents in expressly prohibiting all forms of discrimination, including on the grounds of sexual orientation. On the African continent, we have made a trend-setting mark in the recognition of the human rights of lesbian, gay, bisexual, transgender and intersex (LGBTI) people by asserting the right to equal protection and benefit of the law. Unfortunately, legal rights do not always translate into attitudinal change and full acceptance.

According to a survey conducted by the Human Sciences Research Council in 2007, more than 80% of the South African population considered homosexuality as 'always wrong'. These homophobic views and beliefs are largely connected to issues of gender stereotyping. In many communities, LGBTI persons are subject to hate speech and violent behavior that sometimes cost them their lives.

At present, an increasing number of lesbians, in particular, are becoming victims of homophobic rape (wrongly referred to as 'corrective rape') and murder. Recently, the country has seen another form of hate crime emerging against gay men. The media has reported an increasing number of 'gay killings', particularly in the provinces of Gauteng and, recently, Northern Cape.

While harassment and violence affect all communities, research shows that the working class and poor black LGBTI people living in townships and rural areas are subjected to more violent homophobic and transphobic crimes. The fact that they are much less likely to have the means and resources to access protection, justice and redress through either criminal or civil law remedies increases their vulnerabilities. This violence reinforces existing social inequalities, based on gender, sexuality, race and class, and consequently widens the gap between rights 'as enshrined in the constitution' and rights 'as they are lived'.

In order to address this issue and to ensure equal protection of LGBTI people by the law, the Minister of Justice and Constitutional Development mandated the establishment of a National Task Team (NTT) to develop a National Intervention Strategy that will address homophobic rape. In September 2011, the NTT was officially established by the Deputy Minister of Justice and Constitutional Development. This NTT has committed to a national intervention plan to address some of the issues that give rise to violence and discrimination against LGBTI people.

2. Relevance of the Call to the National Intervention Strategy (NIS)

A Call for Proposals was issued, in line with Output 3 of the National Intervention Strategy which addresses: “Strengthening Public Service Institutions to deal with LGBTI issues including discrimination and hate crimes”.

3. Terms of Reference and Outputs

The full TOR is contained in Appendix A

The Terms of Reference calls for 3 key outputs:

1. A report on international and national LGBTI Training and Awareness Materials and Programmes initiatives and the creation of a database of these initiatives.
2. The Design and Development of LGBTI Training Programmes and accompanying materials targeting public service officials and civil society organisations
3. Pilot and finalize LGBTI Training Programmes and accompanying materials.

The process of the Call for proposals was overseen by a committee comprising representatives of the DOJ and FHR.

4. List of Proposals Received

A total of 11 proposals were received in response to the Call

1. Mothertongue
2. Creatividad Consulting
3. Themba Interactive
4. Okuhlekodwa Research and Development Consultants
5. SAfAIDS
6. Tshwaranang Legal Advocacy Centre to End Violence against Women
7. Viyon Hammond
8. Masiphakameni Local Development
9. Maphutha Community Development Drop In Centre
10. The Scribe
11. Centre for HIV/AIDS Prevention Studies (CHAPS)

5. Assessment of Proposals Process

On 7th October, the subcommittee comprising: Yasmin Sooka (Executive Director FHR), Lucrecia Seafeld (interim FHR co-ordinator for the LGBTI programme) Busisiwe Dhlamini (DOJ) and Gloria Britain (FHR, Grants Unit) met and agreed on the process of assessing the proposals to select a service provider. The committee agreed that the assessment would be governed by the FHR's Grants and Procurement Policies and Procedures.

The specifics of the assessment process:

- a. Based on the number of proposals received, a lead assessor and two assessors be appointed to conduct the assessment of proposals.
- b. Both assessors would read the 11 proposals independently and assess them based on the assessment guidelines.(Appendix B)
- c. The lead assessor's role would be to oversee, moderate and ensure a fair process and outcome.
- d. An assessment report comprising the assessment of the 11 proposals by score ranking as well as the assessment narrative would be prepared by the lead assessor.
- e. The Grants Unit would convene a panel discussion to engage with the assessors, the DOJ and FHR colleagues on the recommendations.
- f. The panel would arrive at a recommendation of the service provider through discussion and consensus on the strengths and merits based on the assessors' reports and the views of the panel.
- g. A final report would be prepared and presented to the Evaluations Committee of the FHR Board for approval.

6. Criteria for Selection of an Assessment Team

The criteria set for the assessment team was that collectively and/or individually the team should have the following expertise and experience:

- (1) Be a member of the LGBTI community, (at least one member of the team)
- (2) Have a working knowledge of the LGBTI sector.
- (3) Have experience in writing and/or assessing proposals
- (4) Have experience and expertise in conducting a training and materials environment scan.
- (5) Have experience and expertise in designing a training programme and accompanying materials.

- (6) The lead assessor should preferably have a combination of the above as well as the ability to oversee and manage the process.

7. Resumes of the Assessment Team

	Name	Summary of Recent and Related Experience
1.	Rea Simigiannis Lead Assessor	<p>Rea is a seasoned Human rights professional with many years of experience in the sector. She has a master's degree in Industrial Psychology and has completed a course in Human Rights, Law and Social Justice in The Hague, Netherlands.</p> <p>She has been Lead Assessor and assessor for FHR on various Calls for proposals since 2009. In this role, she had oversight of the assessment process and was responsible for preparing the final report and recommendations (2009). Rea has also served as an Evaluator of programmes for UN Women Fiji, assessing past and existing programmes and preparing recommendation for the strategic plan of the organization. (2012-2013). At the South African Human Rights Commission, she was Head of Department of Community Outreach Unit (COMOUT) from January 2007 – December 2008. From January 2002- December 2006, she served as Project Manager of National Consultative Forum for Human Rights during which time she conducted a review of the National Action Plan for the Promotion and Protection of Human Rights on behalf of the Department of Justice and Constitutional Development. Rea was the Executive Director, Human Rights Institute of South Africa (1996-2002).</p>
2.	Fikile Vilakazi Assessor	<p>Fikile Vilakazi is a D.Soc.Sc (Social and Public Policy)-candidate, Department of Social Science and Philosophy, University of Jyväskylä, Finland and a Social development and social science scholar. She has worked as an Independent consultant specializing in: Facilitation, Organisational Development, Research, Advocacy, Participatory Monitoring and Evaluation, Development Management, Organisational Management, Partnerships, Coalition, Campaigns and Movement Building, Strategic Participatory Development, Feminist, Gender and Human Rights Analysis. She works Nationally, Regionally and Internationally</p> <p>Fikile is an Activist across the fields of feminist, social justice, sexuality, gender, human rights and is a Well-being practitioner with a specialist focus on African traditional health and Asian Reiki health.</p> <p>She has provided research management, international advocacy and campaign building consulting services to the Coalition of African Lesbians. She has also provided consultancy services to the CSP Alliance Building workshop on LGBTI Rights and provided LGBTI awareness training for the National Commission on Gender Equality on behalf of the FHR.</p>

3.	Ingrid Bruynse Assessor	<p>Ingrid is a PhD candidate (UKZN) working on a thesis (re)envisioning Educational Media in South Africa. She has a Masters in Applied Linguistics (University of Southern Queensland) Programme design, testing, multilingual and multicultural education. Bachelor of Arts (WITS) African History, Psychology and English and a Bachelor of Education (WITS); and Higher Education Diploma (WITS) teaching qualification in secondary schools.</p> <p>She is currently the Director of Bright Media and the founder (April 2006). The organization is a specialist educational media development organization working with large and small scale projects for education and development.</p> <p>She is an Independent Educational advisor since March 2006 to current, providing consultancy services to various production companies on educational media development and delivery. She was the Head: Training and Development The National Electronic Media Institute of the South Africa (NEMISA) April 2006 – March 2007 and Commissioning Editor: Formal Education SABC Education (2002-2006).</p>
----	-------------------------	--

8. Lead Assessor's Report

8.1 Briefing of Assessors

A briefing meeting was held at the offices of the FHR on the 15th October 2014 at 14:00. The FHR representatives present at the meeting were Ms. Gloria Britain, Ms. Lucrecia Seafeld, Ms. Virginia Magwaza, Ms. Nompulelo Nkabinde and the assessment team: Ms. Ingrid Bruynse and Ms. Fikile Vilakazi and Ms. Rea Simigiannis.

The TORs was discussed as well as the time period given for the completion of the project. Furthermore, the roles and responsibilities of each assessor was discussed and clarified. The assessors were given a maximum period of 7 days to assess each of the proposals.

The assessors signed confidentially and conflict of interest agreements. There were no conflict of interest declared by the 3 assessors.

8.2 First Phase Assessment Meeting

After the initial meeting on the 15th October, a follow-up meeting was held on the 20th October at the offices of the FHR. The purpose of the meeting was to ensure the quality of the assessments and to take feedback on the first review of the proposals.

The meeting comprised of Ms. Gloria Britain, Ms. Lucrecia Seafeld and the three assessors.

The following issues were discussed at the meeting;

- The assessors were required to give their initial assessments of the 11 proposals.

- Overall, the assessors stated that they found the proposals comprehensive and indicated that some did not provide samples of their training materials and a number did not submit an accompanying budget.
- The assessors were also uncertain as to how much detail they should provide in their assessments. The lead assessor indicated that the information provided on the first few assessments were not detailed enough and suggested that they should be much more comprehensive. She explained that whilst they may have the expertise to give recommendations on each assessment, they should nevertheless provide as much information as possible to justify their scores and recommendations. The assessors agreed to this process.
- A brief overview of which proposals were strongest and which were weakest were discussed. They were as follows:
 - The top three were agreed, at this point to be Okuhlekodwa, Tshwaranang and SAfAIDS. This was based on their vast experience in all three phases of the TORs, namely, the scanning of LGBTI initiatives, review of LGBTI materials and programmes, development and piloting of the programmes and materials and finalising them.
 - The weakest proposals for this call were the two community based organisations namely Maphutheng Community Development Drop-in Agency and Masiphakameni Local Development Agency. Even an initial assessment of these proposals showed that their mainly training activities were focused on the needs of their immediate communities and that they were not in a position to respond to the three phases of the TOR.
- An agreement was made that all of the proposals should be forwarded to the lead assessor within two days to ensure that there is enough time to provide feedback to the assessors on their assessments to be able to finalize and prepare for the panel discussion on Friday, 24th October 2014.
- The assessments were of a good quality and appeared to have been read and assessed in great detail.

8.3 Outcome of Assessment Process

App No.	Name of Organisation	Province	Phases	Score Total 65	Ranking
5483	SAfAIDS	Gauteng/Zimbabwe	3 phases	54.5	1
5478	Tshwaranang	Gauteng	3 phases	43.5	2
5474	Okuhlekodwa Research and Development Consultants	Limpopo	3 phases	41	3
5475	Mothertongue	W. Cape	3 phases	40.5	4
5476	CREATIVIDAD	W.Cape	3 phases	40.5	5
5484	CHAPS	Gauteng	3 phases	32.5	6
5482	The Scribe	KZN	Phase 1	29	7
5477	Themba Interactive	Gauteng	3 phases	27	8
5479	Viyon Hammond	Gauteng	3 phases	26	9

Not Recommended

5480	Masiphakameni Local Development Agency	Eastern Cape	3 phases	19.5	10
5481	Maputha Community Development Drop-In Centre	Limpopo	3 phases	16.2	11

8.4 Panel Discussion

A panel discussion took place in the Boardroom of the FHR on Friday, 24th October 2014. The purpose of the meeting was to present the assessment report prepared by the assessment team to a panel for discussion and agree the recommendations. The panel comprised, The Department of Justice and Constitutional Development (DOJCD) was represented by Advocate Ooshara Sewpaul and Ms. Busisiwe Dhlamini. The FHR was represented by Ms. Gloria Britain (who chaired the meeting), Ms. Lucrecia Seafeld, and Ms. Virginia Magwaza, Ms. Nompumelelo Nkabinde and Ms. Zandile Dladla and the assessment team: Ms. Ingrid Bruynse and Ms. Fikile Vilakazi as well as the lead assessor, Ms. Rea Simigiannis were present.

The meeting began with the lead assessor giving an overview of the 11 proposals and a brief summary of each. Then each of the assessors gave their independent assessments and recommendations for each of the proposals, followed by discussion amongst the members present. A minute of the panel discussion is contained in Appendix C.

SAfAIDS, was assessed to be the strongest proposal with Tshwaranang being assessed as the next strongest proposal. The panel focused its discussion on these two proposals. The key points in the discussion are summarized as follows

Tshwaranang was acknowledged as a strong organisation, well known due to its existence for 18 years and its good reputation. They have undertaken research and played a leading role in transforming law and policy as well as having developed training materials.

The overall consensus was that their work did not include a focus on LGBTI although their work on GBV was an excellent model which could work in the context of the LGBTI community. A big omission from their proposal was that they did not provide a breakdown of their budget nor examples of their training materials, which made it difficult to get a sense of their work. It was felt that the proposal sent was a standard one and that they did not tailor it to the proposed project and the TORs.

The assessment with the highest score was **SAfAIDS**. This was mainly due to the scope, volume and quality of their research work and skills, their materials development and their knowledge of the human rights sector. They operate in 10 countries in SADC thus bringing a wealth of experience. Furthermore they have developed a toolkit for HIV and GBV prevention for LGBTI's and have worked with the House of Traditional Leaders, government and civil society which are important constituencies in the TORs. Their transformative training methodology was also considered a very important strength of their proposal.

The panel agreed with the outcome of the assessment, i.e. that SAfAids was the strongest proposal and should be put forward as the service providers for this assignment.

However, there were a number of questions for clarification on the proposal which the panel felt should be addressed by SAfAIDS before they could be proposed. These were:

- Whether they are regionally based (their Head Office is in Zimbabwe) or also South African based
- Whether they had the required resources and capacity in South Africa for the assignment and that these would not represent a conflict of interest with member organizations on the National Task Team.
- Exploring in more detail, the proposed training and the potential for it being a transformative model as indicated in their proposal.

Ms. Virginia Magwaza was tasked with contacting SAfAIDS and setting up a meeting to discuss these matters. The meeting was planned for the 31st October 2014 at the FHR. (The minutes of this meeting can be found in Appendix D.)

The members of the panel confirmed with SAfAids that:

The outcome of this meeting with SAfAIDS was satisfactory and communicated to the Panel via the minutes of the meeting. Agreement was reached that the organisation be proposed as the service provider. Adv Ooshara Sewpaul of the DOJ by email on the 6th November 2014.

Details of the assessment and recommendations on ASfAids and all the applicants are contained in the next section

9. Assessment Results

This section of the report contains a summary of the assessments as well as the detailed assessment by the two assessors.

9.1 SAfAIDS

Name of Organisation :	Summary of Assessment
SAfAIDS	
Recommendation	Recommended
Score:	54.5/75
Phase 1: <i>Scan of LGBTI initiatives and review of LGBTI training and awareness of materials and programs.</i>	SafAIDS has 15 years of related experience and expertise and therefore demonstrates the capability to undertake phase I, II and III of this project. This organization has demonstrated strong research ability and knowledge of the LGBTI sector. They have provided a list of the desktop reviews they have conducted on materials for organizations such as for Oxfam, the IEC Zimbabwe, Access and Utilization of HIV in Namibia amongst many others. In the region in ten Southern African countries. Their experience is extensive in the broader human rights sector, as well as specifically in LGBTI awareness and attitude change
Recommendation Phase 1	Highly recommended- extensive and specific work in human rights, gender, GBV, sexuality, LGBTI and the inter-relation between aspects such as health, and identity. They have demonstrated research ability and knowledge of the sector.
Phase 2: <i>Development of LGBTI materials and training programmes</i>	They have a clear knowledge and expertise in the area of training material and content development for the LGBTI sector. Over and above their Toolkit for HIV and GBV prevention for LGBTI people they have listed 6 further toolkits and information/training booklets. They have provided training and capacity building for government, civil society organization and social leaders. This work is based on years of experience. SAfAIDS also have demonstrated strength in terms of human resources. The team has vested expertise in human rights, HIV, gender and Gender Based Violence that has recently included violence against LGBTI people.

	<p>The materials presented by SafAIDS appear are presented as tools that can be used by the target audiences for learning and training purposes. The materials presented are simple, user friendly and accessible by different audiences for learning.</p> <p>They have also worked with organisations such as POWA; REACH; GAPA.</p> <p>Most importantly they use a Social Change model as their methodology. The theoretical basis of the training is well grounded in communication for social change methodology and theory, and then they have already completed a number of projects as well as research, they have demonstrated knowledge in the sector as well as in research of a qualitative and of a database nature.</p>
Recommendation Phase 2	<p>The organization has clear knowledge and expertise in the area of training material and content development for this specific target LGBTI. SafAIDS has a strong team of qualified individuals who have vested experience and expertise in the areas of research, materials development and human rights.</p> <p>The best materials seen developed on the issues facing LGBTI people.</p>
Phase 3: <i>Piloting and finalisation of LGBTI materials and programmes</i>	<p>They have a clear knowledge and expertise in the area of training material and content development for the LGBTI sector.</p> <p>They have provided substantial evidence of the development and piloting of training programmes.</p> <p>In addition, the organization has shown in their proposal that they have delivered services to strengthen capacity and provide skills building for religious leaders, traditional leaders, politicians on how to confront and deal with drivers of homophobia and speak out against abuses and criminalization of homosexuality and HIV/AIDS. They have provided training for the South African council of Churches; hosted the regional traditional leader's indaba 2011. They have also indicated that their work over the years has targeted social leaders to address human rights of women, people living with HIV and to generally be champions of promoting human rights as enshrined in the constitution of South Africa.</p>
Recommendation Phase 3	<p>The service provider demonstrates both content and training development experience, substantiated by a catalogue of both general and specific material and training for the LGBTI sector. (Samples of materials have been provided).</p>
Budget	R350 000.00
	<p>The proposal does not provide a detailed breakdown of the budget, however, they have stated that that they would operate within the parameters of the allocated amount.</p>

Application Identification Data

Call Number	252
Application Number	5483
Name of Applicant Organization	SafAIDS
Name of Assessor	Fikile Vilakazi
Date	22 October 2014
Score	54
Recommendation	SafAIDS seems to have most of the experience and expertise needed to undertake phase I, II and III of this project. They have demonstrated adequate experience in the field of research, materials development and providing training and capacity building for government, civil society organisation and social leaders. This work is based on years of experience. They also have demonstrated strength in terms of human resources. The team has vested expertise in human rights, HIV, gender and Gender Based Violence that has recently included violence against LGBTI people. The organisation appears to be an ideal service provider for this call. I would comfortably recommend that they be granted an opportunity to implement this project with no reservations.

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/or I, II and III, II and III)

Phase I, II and III

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

The work experience demonstrated in this proposal indicates that the organisation has a lot of experience in training which includes some aspects of training in Sexual and Reproductive Health and

Rights. This is one area in the proposal that makes reference to an element of human rights. Otherwise, the actual experience of the service provider is that of designing, developing and conducting training programmes on different aspects of love Lifestyle programmes including sexual identity, HIV and AIDS.

Score: 3/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

The proposal does not demonstrate adequate knowledge and expertise of working with the LGBTI sector. The only experience that comes close to such knowledge would be the one indicated above which forms part of their training on Sexual and Reproductive Health and Rights with some focus on sexual identity.

Score: 2/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

The proposal does make any reference to existing materials that are currently used for training communities on women and LGBTI people's experiences.

Score: 2 /5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

The proposal shows that the service provider targets for traditional leaders, communities, families, survivors of GBV, LGBTI people service providers and for people working with the law with regards to protection and defense of human rights. There are no specific activities in their work that are geared towards addressing LGBTI experiences and issues.

Score: 2/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desk top research and developing a data base as specified in the TORS.

SafAIDS has a strong team of qualified individuals who have vested experience and expertise in the areas of research, materials development and human rights. The team that has been presented in the proposal demonstrates knowledge and expertise in research design, testing of training materials and programme tools. It is also seen in the cv's that some of the team members that will be involved in this research have expertise in conducting baseline research, a skill that I think will be of benefit to this project.

Score: 5/5

Total Score: 25/25

Recommendation on Phase I:

I think the service provider has expertise to conduct phase I of this project. The team presented in their proposal demonstrates that they are capable of conducting phase I of this project. The organisation seem to have the kind of experience with the sectors targeted for this project and I think they will be able to undertake this phase with ease based on their proposal.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

SafAIDS has demonstrated extensive experience in developing various training programs for different audiences. The proposal shows that SafAIDS has developed training programs on GBV and HIV and AIDS for traditional leaders, communities, families, survivors of GBV, LGBTI people service providers and for people working with the law with regards to protection and defense of human rights. In essence, this proposal is quite comprehensive when it comes to development of training programs for different audiences that are targeted by this call.

Score: 5/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

SafAIDS proposal shows that they have vast experience in materials development for different audiences as indicated above. They have developed various capacity development resources, policy and advocacy resources and campaign resources that are geared towards educating communities on GBV and HIV/AIDS. This shows that the organization possesses adequate expertise in this area of work.

Score: 5/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

The materials presented by SafAIDS appear to be adequate for training purposes and for addressing the needs identified by this call. They are presented as tools that can be used by the target audiences for learning and training purposes. The materials presented appear to be simple, user friendly and accessible by different audiences for learning. I think that these are the kinds of materials that could be useful to fulfill the objectives of this call.

Score 5/ 5

Total Score: 15/15

Recommendation on Phase II:

There is demonstrated experience in the curriculum vitae of people that would be involved in the training program. I sincerely believe based on this proposal that SafAIDS has the capacity and expertise required to undertake phase II of this project.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

1. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

Yes, the service provider demonstrates extensive experience in terms of providing training programs for the target population. SafAIDS shows in their proposal how they have conducted training programmes for different audiences targeted by this call particularly government, civil society and social leaders. In addition, the organisation has shown in their proposal that they have delivered services to strengthen capacity and provide skills building for religious leaders, traditional leaders, politicians on how to confront and deal with drivers of homophobia and speak out against abuses and criminalization of homosexuality and HIV/AIDS. They have also indicated that their work over the years has targeted social leaders to address human rights of women, people living with HIV and to generally be champions of promoting human rights as enshrined in the constitution of South Africa.

Score: 5/5

2. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e.: government, cso, social leaders?

The service provider has demonstrated the fact that they have worked with various government departments and civil society organisations with regards to GBV issues in South Africa. There is no doubt that there is existing networks in this regard. Their experience in this area also extends to speaking out on issues affecting the LGBTI community.

Score: 5/5

Total Score: 10/10

Recommendations: There is demonstrated experience and expertise that SafAIDS can implement phase III of this project. They have conducted a number of skills building programs for different audiences over the years. These programs have integrated human rights, HIV, gender, Gender Based Violence, Tradition, Culture and Sexuality issues. They seem to have worked with taboo issues that are often difficult to work with and confront within communities, particularly in terms of training and capacity building.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

Yes, the budget is well under R350 000.00

Score: 0 /5

2. Do the line items match the activities?

There is no budget breakdown provided

Score: 0/5

3. Do the budgeted items meet the allocations for the 3 phases (where relevant?)

There is no budget breakdown provided

Score: 0/5

Total Score: 0/15

Recommendations on the Budget: No detailed budget submitted.

Overall Score: 54

	Maximum Score	
Phase I	25	25
Phase II	15	15
Phase III	10	10
Budget	15	4
Total Score	65	50

Application Identification Data

Call Number	252
Application Number	5483
Name of Applicant Organisation	SAfAIDS
Name of Assessor	Ingrid Bruynse
Date	21 October 2014
Score	55/75
Recommendation	This proposal is highly recommended

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/or I, II and III, II and III)

This proposal is for all three phases.

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

SAfAIDS has 15 years of regional experience in ten Southern African countries. Their experience is extensive in the broad human rights sector, as well as specifically in LGBTI awareness and attitude change. They have worked with traditional leaders, parliament, and South African council of Churches; hosted the regional traditional leader's indaba 2011; HIV and gender based violence.

Score: 4/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

LGBTI advocacy and project work is extensive:

Specifically in the gender field, their "change the river's flow" project is aimed at attitudinal change to prevent GBV against women and girls, implemented in three provinces in SA: notions of masculinity are challenged, dealing with patriarchy as a root issue.

Policy, community and advocacy work are covered locally and regionally.

Score: 5 /5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

They have worked with partner organisations: POWA; REACH; GAPA;

They have extensive and substantial work and impact in the sector: more extensive than can be mentioned here: from broad community based work to intergovernmental technical advice, from toolkit and materials development in both human rights and LGBTI sectors.

Score: 5/5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

As above, regional experience is extensive – they have also have developed a toolkit for LGBTI prevention of GBV;

Developed IEC materials addressing GBV;

Provided technical support to Irish Aid-South Africa partners; GBV interacting with HIV; also TB in Limpopo province.

Score: 5/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desktop research and developing a database as specified in the TORS.

The theoretical basis of this organization is well grounded in communication for social change methodology and theory, and then they have already completed a number of projects as well as research, they have demonstrated knowledge in the sector as well as in research of a qualitative and of a database nature.

Score: 5/5

Total Score: 24/25

Recommendation on Phase I

Very highly recommended: extensive and specific work in both human rights, gender, GBV, sexuality, LGBTI and the inter-relation between these aspects, health, and identity.
Demonstrated research ability and knowledge of the sector.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

In materials development capacity, this proposal has shown the capacity to develop and implement content and toolkits for training:

2014 - CBO/NGO toolkit on understanding the links between GBV; HIV; TB, aimed at integrating these services for communities

2013 – Toolkit on HIV and GBV specifically for LGBTI community: both policy issues and guides for civil society organisations:

2012 – GBV prevention toolkit: developed for volunteers in preventing HIV: even **sets up a referral network**. And lots more...traditional leaders GBV and HIV toolkit, gender unit is used in many countries.

Score: 5/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

The content is exactly on point; includes both theory and use in practice in communities It has a sound theoretical basis in communication for social change, and makes content useful in community context by being use-based.

Score: 4/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

The content submitted includes a full catalogue for 2014 on existing content developed: refs the materials development model used, advocacy resources look locally relevant, clear, illustrated, based on sound theory, policy, and usefulness in a range of contexts

Also HIV and GBV prevention for LGBTI people booklet of 27 pages, clearly written accessible. Goes far beyond stereotypes and takes a rights-based approach rather than a myths based approach.

Score 4/ 5

Total Score: 13/15

Recommendation on Phase II:

Highly recommended. Clear knowledge and expertise in the area of training material and content development for this specific target LGBTI.

The best materials seen developed on the issues facing us as LGBTI people.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

- 1. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?**

Evidenced by a materials development process that involves a pilot materials development process, this provider has evidenced capacity.

Score: 4/5

- 2. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e. government, CSO's and social leaders?**

Extensively for CSOs and social leaders, as discussed before: based on CBO and policy work, However, they don't seem to have trained government, but they seem to have the capacity to develop materials for government training if needed (inferred capability).

Score: 3/5

Total Score: 7/10

Recommendation on Phase III:

Recommended: both content and training development experience, a catalogue of material and training for the sector generally and more specifically.

Section 5

Budget

- 1. Is the budget within the allocated amount of R350 000.00**

Score: 4/5

- 2. Do the line items match the activities?**

Line items not supplied: would ask for detailed budget and line items if selected

Score: 3/5

- 3. Do the budgeted items meet the allocations for the 3 phases, i.e. Phase I is R40 000, Phase II is R195 000 and Phase III is R115 000 (where relevant?)**

Score: 4/5

Total Score: 11/15

Recommendations on the Budget:

Recommended, provided assurance is reached of deliverable line items as per the broad budget, which is restated.

Overall Score

	Maximum Score	
Phase I	25	24
Phase II	15	13
Phase III	10	7
Budget	15	11
Total Score	75	55

9.2 Tshwaranang Legal Advocacy Centre

Name of Organisation	Summary
Tshwaranang Legal Advocacy Centre	
Recommendation	Recommended
Score	43.5/75
Phase 1: <i>Scan of LGBTI initiatives and review of LGBTI training and awareness of materials and programmes.</i>	<p>This organization has expertise in conducting phase 1 of the project. They have been in existence for 18 years and have developed strong skills in research and have engaged in extensive qualitative and quantitative research on all aspects of GBV. The service provider presents strong expertise in terms of conducting research and Gender Based Violence.</p> <p>Their expertise is in the field of gender and GBV within the human rights environment. Their work with police, DOH, DOJ, state departments puts them in a good position for this work. However, the main resource: Lisa Vetten, who has written most of the research, is no longer at Tswaraganang.</p>
Recommendation Phase 1	<p>Recommended very highly, however clarity must be sought on the budget for the baseline study and who would be writing up the research, as well as a detailed budget should be provided. One of the gaps in their work is demonstration of visible networks with social leaders and institution and work experience within the LGBTI sector.</p>
Phase 2: <i>Development of LGBTI materials and training programmes.</i>	<p>The organisation has a long and clear track record in this field. This includes training for the police, community-policing forums, victim empowerment services on understanding the law and GBV. They have also worked extensively with the Department of Education and UNICEF to capacitate education officials through a training of trainer's module. The TLAC has the capability to design the training programme: existing capacity in the organisation is clear.</p> <p>They have strength is terms of locating violence, gender and gender based violence within the</p>

	<p>broader spectrum of human rights. They have not provided evidence of their materials which disadvantaged their proposal.</p> <p>Would like to see project plan and intended reach and team working with the pilot, materials development to ensure capacity is in place as per previous high standards</p>
Recommendation Phase 2	The TLAC is highly recommended as they have a clear track record in the field of GBV however, the proposal does not demonstrate experience of working in the LGBTI sector. Also current capacity in the organisation for this phase would need to be explored with the organisation.
Phase 3: <i>Piloting and finalisation of LGBTI materials and programmes</i>	<p>The service provider does demonstrate capability to conduct training programmes particularly on GBV within communities, government and civil society organisations. There is visible track record of conducting training with various stakeholders. Very little has been demonstrated though with regards to social leaders like faith based organisations, traditional and cultural institutions as required in this call. As indicated above, Tshwaranang has demonstrated experience and expertise in conducting training in both rural and urban areas on issues related to GBV which could be understood to include LGBTI violence. However, there is no evidence in the proposal of Tshwaranang having conducted specific training on LGBTI issues.</p>
Recommendation Phase 3	The organisation has demonstrated its ability to conduct pilot training programmes based on previous work they have undertaken. This organisation could successfully undertake Phase I and Phase III, even though Phase III does require to larger extent knowledge of LGBTI experiences with regards to violence.
Budget	Tshwaranang has not provided a detailed budget but indicated that they would work within the budget of R350 000.

Application Identification Data

Call Number	252
Application Number	5478
Name of Applicant Organization	Tshwaranang Legal Advocacy Centre to End Violence Against Women
Name of Assessor	Fikile Vilakazi
Date	21 October 2014
Score	36
Recommendation	<p>Tshwaranang is capable of implementing this project. The only existing gap in their work is demonstration of visible networks with social leaders and institution and work experience within the LGBTI sector. They have strength in terms of locating violence, gender and gender based violence within the broader spectrum of human rights and I think that this is very critical for this call. What would be of importance for them should they be chosen for this project is to work harder on developing closer relationships with the LGBTI sector and social leaders in the work that they are doing on GBV and I do think that this is something that they can do easily. Secondly, they need to demonstrate practically their skills in terms of materials development. They did not submit any examples of materials produced in the past. I think that if they can demonstrate in a practical way that they are indeed of producing the materials they indicate to be capable of producing in their cv's, they would be in a better position to undertake this assignment. Otherwise, without that missing information, caution needs to be taken with regards to letting them undertake phase II of this project. Otherwise they can easily undertake Phase I and Phase III, even though Phase III does require to a larger extent knowledge of LGBTI experiences with regards to violence.</p>

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/Or I, II and III, II and III)

Phase I, II and III

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

Tshwaranang has been involved in the human rights sector for the past 18 years. The organisation has been involved in the fight to end violence against women and girls in South Africa. The proposal does not necessarily speak about the organisation's involvement in the LGBTI sector, but their focus has been mainly on violence against women and girls.

Score: 4/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

Tshwaranang demonstrates extensive knowledge on violence against women and girls and gender based violence broadly which could be understood to include violence against LGBTI people even though the proposal is not that explicit in that regard. So, the organisation can be considered to possess strength in addressing gender based violence given their experience over the years. The one challenge though in the proposal is that it does not provide evidence of substantive knowledge of the LGBTI sector. This is an area that may be of concern should the service provider be considered for this project. The reason being that violence against LGBTI people can and should be classified as part of gender based violence broadly and for purposes of this call it is important that service provider is able to articulate and demonstrate understanding of the importance of naming and exposing the type of violence that LGBTI people experience, even though it is part of the gender based violence spectrum. The silence in Tshwaranang's proposal in this area presents a gap in their proposal. However there is no doubt that the service provider has thorough knowledge and extensive experience gender based violence and human rights as enshrined in the constitution.

Score: 4/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

The service provider does not speak to what is currently available in terms of materials and programmes for sensitization and skills development on LGBTI issues.

The proposal is silent in this area. However, there is vast demonstration of materials that have been developed on the rights of women and girls, even though there are no examples of such materials presented in the proposal. This is seen in the curriculum vitae's that are submitted with the proposal. It is visible in the cv's that the people responsible for training in the organisation have adequate experience in terms of materials development and service provision to women and girls in South Africa, Africa and Internationally. This is strongly demonstrated in the cv of Welekazi who is the head of training programs for Tswaranang. It is indicated in her cv that she has been doing this work for more than 20 years which in my view can be treated as existing capability in this area of work.

Score: 4 /5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

There is very little information in the proposal regarding Tswaranang's direct involvement with the LGBTI sector. As indicated above; their proposal shows significant engagement with women, girls and survivors of Gender Based Violence (GBV) but very little with the LGBTI sector. The organisation also does work at national and regional level.

Score: 4/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desk top research and developing a data base as specified in the TORS.

The service provider presents strong expertise in terms of conducting research and Gender Based Violence. The current executive director, the new director and the programs manager have extensive experience and expertise on gender based violence, project management, policy development, research and law. The project leader and head of training have expertise in running and implementing projects with both government and civil society organisations. The organisation also has a strong financial person, the head of finance and operations who has vast experience in financial management, handling and reporting on donor funding, developing budgets and dealing with tendering. It appears that Tshwaranang has a strong human resource capacity to undertake this project should they be selected to do so. The team members mentioned above are presented in the proposal as capable of conducting research which can be understood that they will be able to manage and implementing desktop research as required by this project. My sense is that they will be able to conduct a data base based on desktop research as needed for this call.

Score: 5/5

Total Score: 22/25

Recommendation on Phase I:

The service provider has expertise to conduct phase I of this project. The only challenge presented in their proposal is the lack of sufficient engagement with the LGBTI sector which could pose as a challenge when it comes to developing a comprehensive data base of service providers and training programs that exist thus far. However this could be off-set by ensuring that they have as part of their implementation plan for phase I an intention to engage the LGBTI sector in order to get as much information as possible for the data base.

This could be done through interviews with selected organisations over and above actual desktop, but their plan does not show an intention to conduct interviews for phase I. Otherwise, the research skill does exist in the organisation, but this project does require a coupling of sector knowledge and research skill in my view. So, if Tshwaranang is selected to lead this project, it is recommended that they include interviews with LGBTI organisations as part of phase I to solicit sufficient information.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders. (Please comment on the sensitization and competence/skills building aspects)

Tswaranang is presently implementing a training project on GBV for the department of Basic Education, a project funded by UNICEF which works of Training of Trainer (TOT) model. They are also currently implementing a training project for Community Advice Offices in 5 provinces in South Africa funded by the Royal Netherlands Embassy. Besides these current training projects, Tswaranang demonstrates expertise in designing and conducting training programs for different sectors including survivors of GBV within communities, civil society organisations and government departments including the South African Police Services, Community Policing Forums, Victim Empowerment Centers. So, I think the proposal demonstrates capability and experience in designing and developing training programs for government and civil society organisations. There is very little information in the proposal regarding training programs for social leaders specifically like religious, traditional and cultural institutions. It is also difficult to tell from the proposal whether their programs designed were intended for skills building or for sensitization since there are no examples of materials presented with the proposal.

Score: 4/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

There were no materials presented as examples with the proposal. It is therefore difficult to comment in this area. If there examples of materials that were produced by Tshwaranang in the past, it would be much easier to evaluate their actual capacity on this area of work.

Score: 1/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

There were no materials submitted with the proposal.

Score 1/ 5

Total Score: 6/15

Recommendation on Phase II:

There is demonstrated experience in the curriculum vitae of people that would be involved in the training program. The problem in the proposal is an absence of examples of materials developed by Tshwaranang. It is recommended that the service provider submits examples of actual material submitted in the area to supplement presented experience. It is important for this phase to see actual materials developed by the service in order to make a decision whether they would be able to carry out Phase II of this project.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

1. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

The service provider does demonstrate capability to conduct training programmes particularly on GBV within communities, government and civil society organisations. There is visible track record of conducting training with various stakeholders. As indicated above, Tshwaranang has demonstrated experience and expertise in conducting training in both rural and urban areas on issues related to GBV which could be understood to include LGBTI violence. However, there is no evidence in the proposal of Tshwaranang having conducted specific training on LGBTI issues, but one could deduce that that in their work on GBV, they incorporate LGBTI violence issues. It is acceptable though that deduction of this kind may not be useful for assessment purposes because it is expected that the service provider would be able to demonstrate in the proposal experiences and expertise they have with regards to training the target group, but in this instance, that demonstration is lacking.

Score: 4/5

2. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e.: government, cso, social leaders?

The service provider has demonstrated the fact that they have worked with various government departments and civil society organisations with regards to GBV issues in South Africa. There is no doubt that there is existing networks in this regard. Very little has been demonstrated though with regards to social leaders like faith based organisations, traditional and cultural institutions as required in this call.

Score: 4/5

Total Score: 8/10

Recommendations:

Tshwaranang has the capability to conduct pilot training programs as required by this call. They would need to develop a very good database and relationships, networks with social institutions that involve traditional, religious and cultural leaders and institutions.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

Yes, the budget is well under R350 000.00

Score: 4 /5

2. Do the line items match the activities?

There is no budget breakdown provided

Score: 0/5

3. Do the budgeted items meet the allocations for the 3 phases (where relevant?)

There is no budget breakdown provided

Score: 0/5

Total Score: 4/15

Recommendations on the Budget:

Overall Score: 36

	Maximum Score	
Phase I	25	22
Phase II	15	6
Phase III	10	8
Budget	15	4
Total Score	65	40

Application Identification Data

Call Number	252
Application Number	5478
Name of Applicant Organisation	Tswaraganang Legal Advocacy Centre
Name of Assessor	Ingrid Bruynse
Date	19 October 2014
Score	51/75
Recommendation	This proposal is recommended.

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/or I, II and III, II and III)

All three phases have been quoted for.

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

Yes. TLAC is well known nationally, has worked with government before in influencing policy, specifically in violence against women.

Their work with police, DOH, DOJ, state departments puts them in a good position for this work. Their track record in human rights, referral systems between health and justice sectors, shelters, however, the main resource: Lisa Vetten, who has written most of the research, is no longer at Tswaraganang: she is at WITS Wiser since this year. 2014

Score: 4/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

Their specific knowledge is extensive, national, and specific to women's issues, gender, rape, domestic violence and so on.

Very specific to GBV, sex workers, domestic violence act by courts and police. They have already shaped the sector extensively in advocacy and research, policy and provision of services on the ground.

Extensive research already done – Medical Research Council national survey of rape attrition. Very much what is needed in institutional experience.

Score: 5 /5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

Training: TLAC has already done national training to government and to CSOs, CBOs, training for the police on GBV.

Existing train the trainer for community advice officers for provincial work.

Already working with UNICEF and Department of Education to enskill officials and educators in GBV in schools (all 9 provinces).

Materials: existing and extensive in the field:

National Legal Manual on GBV and the law. (Being updated)

Each training gets materials custom made, includes research methodologies. Evidence on their website, mainly written by Lisa Vetten, known nationally for her research work and writing articles.

Score: 5 /5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

Extensive and well recognised: GBV projects include: The Joint Gender Fund: Northern Cape alcohol and violence against girls.

Thuthuzela Care Centres – 3 provinces focused on medico-legal barriers to prosecution of sexual violence in assault cases. Aids foundation SA on sexual and reproductive health rights for women.

Department of Education and UNICEF work in training of trainers

Royal Netherlands project in five provinces on building community advice offices

Finland project increasing access to justice to justice for women and girls affected by GBV in justice and health sectors.

First Rand project implementing a new model for responding to women in abusive relationships.

Score: 5/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desktop research and developing a database as specified in the TORS.

Capability: team has already done extensive work – see 3 and 4 above.

However it is not clear who has written this proposal: I would ask for clarification. The finance person is Peter Mwewa: the budget has been restated but no detailed budget has been submitted. I would ask for this.

Score: 3/5

Total Score: 22 /25

Recommendation on Phase I

Recommended very highly, as long as clarity is sought on the budget for the baseline and who would be writing up the research, as well as a detailed budget provided by TLAC.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

The TLAC has the capability to design the training programme: existing capacity in the organisation is clear.

TLAC is well known nationally, has worked with government before in influencing policy, specifically in violence against women.

Their work with police, DOH, DOJ, state departments puts them in a good position for this work. Their track record in human rights, referral systems between health and justice sectors, shelters for women etc. Very sensitised and very appropriate previous work.

The focus on GBV and work with national, community and provinces is clear.

However we have not got a clear proposal for what exactly they would do in this case: the brief is restated but the proposal is not detailed in what they propose.

Score: 4/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

The TLAC has the capability to design the training and materials: existing capacity in the organisation is clear.

The focus on GBV and work with national, community and provinces is clear.

Existing material found on their website shows how to claim maintenance in many languages; great content.

Score: 4/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

Materials found on the website include user materials are multilingual, clear.

Need to find more training materials online or ask that they be submitted.

Training materials need to include methodologies that are relevant and assessment built into the content.

Score 3 / 5 Total Score: 11/15

Recommendation on Phase II:

The TLAC is highly recommended as they have a clear track record in this field.

The proposal activity line items and budget would need to be clarified if they are selected.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

3. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

Yes, definite ability to do this.

Extensive existing training and advocacy and policy work.

Knowledge of pre and post assessment is clear in their proposal, which shows methodologies are good; use of training of trainers, and so on for capacity building.

Score: 4/5

4. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e. government, CSO's and social leaders?

Extensive work in the sector.

Extensive and well recognized: GBV projects include: The Joint Gender Fund: Northern Cape alcohol and violence against girls.

Thuthuzela Care Centres – 3 provinces focused on medico-legal barriers to prosecution of sexual violence in assault cases. Aids foundation SA on sexual and reproductive health rights for women.

Department of Education and UNICEF work in training of trainers

Royal Netherlands project in five provinces on building community advice offices

Finland project increasing access to justice to justice for women and girls affected by GBV in justice and health sectors.

First Rand project implementing a new model for responding to women in abusive relationships.

Score: 4/5

Total Score: 8/10

Recommendation on Phase III:

Highly recommended. Would like to see project plan and intended reach and team working with the pilot, materials development to ensure capacity is in place as per previous high standards.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

Budget has been re-stated and is exactly the same budget. I would like to see the detailed budget.

Organisationally I have confidence that this can be done, but a detailed plan would be good.

Score: 4/5

3. Do the line items match the activities?

No line items / detailed budget supplied.

Phases are on budget

Score: 3/5

3. Do the budgeted items meet the allocations for the 3 phases, i.e. Phase I is R40 000, Phase II is R195 000 and Phase III is R115 000 (where relevant?)

No line items / detailed budget supplied

Score: 3/5

Total Score: 10/15

Recommendations on the Budget:

The organization needs to supply line items / detailed budget if they are approved.

Overall Score

	Maximum Score	
Phase I	25	22
Phase II	15	11
Phase III	10	8
Budget	20	10
Total Score	75	51

9.3 Okuhlekodwa Research and Development Consultants

Name of Organisation	Summary
Okuhlekodwa Research and Development Consultants	
Recommendation	Recommended
Score:	41/75
Phase 1: <i>Scan of LGBTI initiatives and review of LGBTI training and awareness of materials and programs.</i>	<p>The one challenge of this proposal is that the skills and expertise presented in this proposal reside mostly with the director of the organisation. This raises concerns regarding the human resource capacity required to ensure deliverables for the call. There is much evidence of skills of the director to undertake this assignment. She has conducted desktop research and has lectured in research methodology.</p> <p>There is evidence of knowledge of surveys conducted nationally. The organization, through the director has the strength of understanding and engaging with broader human rights context in relation to gender, HIV/AIDS and GBV.</p> <p>Evidence of knowledge of overviews or surveys of the national sector or research or databases of what exists needs to be more overt.</p> <p>Sensitivity and relevance is good, especially in developing content and for implementation of the materials in rural, provincial and black lesbian issues.</p> <p>They have the capacity for conducting this phase of the assignment.</p>
Recommendation Phase 1	<p>This proposal shows the capability personally and provincially (Limpopo based) for the director and the organisation.</p> <p>For the survey and database first phase.</p> <p>Their capability to conduct (or take to scale) the national data sources, database design / survey extending to national interventions, is not demonstrated, neither are the organizational capacity to conduct the scan and data basing demonstrated.</p>
Phase 2: <i>Development of LGBTI materials and training programmes</i>	<p>This proposal shows capacity of an individual to develop materials, as well as some capacity for revisioning of the pedagogic elements of training. An example of training modules was provided and can be adapted to the LGBTI community. They show capacity to develop materials and implement training, but there is a need to revisit methodology, approach and style of training as these are presented as academic in their proposal. The challenge is the presented module on HIV/AIDS having been designed for a Master's program in Development Studies. The content, approach, style and medium of instruction may be a problem if it was to be used as is for an</p>

	<p>audience like social institutions e.g. traditional, religious and cultural leaders.</p> <p>The service provider demonstrates strength in human rights broadly, but very little experience in working within the LGBTI sector. The service provider demonstrates extensive experience in rights violations, gender and gender based violence. There is also an indication of knowledge and awareness of issues that shape the experiences of LGBTI people particularly in relation to the law reform. Sensitivity and relevance is good, especially in developing content and for implementation of the materials in rural, provincial and black lesbian issues.</p> <p>However, the proposal demonstrates very little regarding specific LGBTI violations.</p>
Recommendation Phase 2	Their use an academic approach, language and style of training may pose as a challenge particularly when working with civil society organisations/ communities. It is recommended that different methodologies be used for different audiences to ensure accessibility, reach and active participation of the target audience for the call should they be considered.
Phase 3: <i>Piloting and finalization of LGBTI materials and programmes</i>	The organization has the ability to pilot and finalize the LGBTI materials. Most of the work experience on gender and HIV/AIDS has been done within government departments particularly health and social development which forms part of the target group for this project. However, the proposal does not tell us much about experience with other civil society organisations and social institutions like religious, cultural and traditional institutions.
Recommendation Phase 3	<p>The ability to do the work is well demonstrated, however, only provincially and mainly with government.</p> <p>The ability and capacity to adapt materials based on pilot feedback, is not demonstrated in the organizational capacity.</p>
Budget	<p>The budget is in excess of R77 850 over the budget of R350 000.00.</p> <p>The personal / professional fees are high and would need revision.</p>

Application Identification Data

Call Number	252
Application Number	5474
Name of Applicant Organization	Okuhle Kodwa Consultants
Name of Assessor	Fikile Vilakazi
Date	16 October 2014
Score	42
Recommendation	<p>The service provider demonstrates strength in research and materials development and human rights broadly, but there is a need to revisit methodology, approach and style of training. My sense is that they use an academic approach, language and style of training that may pose as a challenge particularly when working with civil society organisations within communities. It is recommended that different methodologies be used for different audiences to ensure accessibility, reach and active participation of the target audience for the call. The approach, style and method of training that Mother Tounge and Themba Interactive uses could be useful for community based target audiences for example. The essence here different methods for different target groups could prove useful to achieve the objectives of this call. The one challenge is that the skills and expertise presented in this proposal reside mostly with the director of the organisation. This raises concerns regarding the human resource capacity required to ensure deliverables for the call. In most instances when the needed is located within one individual, it compromises team effort and prolongs time for actual implementation of work. It is advisable to be cautious of this area when considering this application. Otherwise, the skills and expertise as demonstrated appears to be adequate for the call subject to revision of methodology, approach and style of training that is presented in the proposal.</p>

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/Or I, II and III, II and III)

Phase I, II and III

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material

Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

The service provider demonstrates broader knowledge and experience of human rights, but very little experience in working within the LGBTI sector.

Score: 3/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

The service provider demonstrates extensive experience in rights violations, gender and gender based violence. There is also an indication of knowledge and awareness of issues that shape the experiences of LGBTI people particularly in relation to the law reform. However, the proposal demonstrates very little regarding specific LGBTI violations.

Score: 4/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

The service provider does make reference to existing materials and training programs for example there is reference to OUT LGBTI Well-being in their facilitator's guide which is one of the organisations that has conducted extensive LGBTI sensitisation workshops with government and civil society organisations in South Africa.

Score: 4 /5

**4. Please describe their engagement with the sector and the activities they have conducted-
I.e. provincial, national and regional experience of similar or related assignments.**

The proposal indicates involvement with the Limpopo LGBTI Group between 2012 and 2013 and that during that period; the service provider developed a facilitator's guide to assist with the standardization of training and sensitization programs on LGBTI experiences.

Score: 3/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desk top research and developing a data base as specified in the TORS.

There is no doubt that the director has extensive research experience dating back from the year 2000. I consider this as the strength of this proposal and I do think that the service provider will have fewer problems in carrying out phase I of this project given demonstrated experience, capacity and expertise. The only challenge may be that the capacity for research seems to be located with the director mostly. There is very little said about the capacity of other research associates in the organisation. This may have a bearing on the time it will take to complete the task since the research skill is concentrated on one person. This is something that must be discussed openly and honestly with the service provider to ensure that a proper reality check is done with regards to time especially because the time frame for this phase is given as 5 weeks on the call and their implementation plan already shows 7 weeks. So, I would strongly recommend a direct conversation on time.

Score: 4/5

Total Score: 18/25

Recommendation on Phase I:

I strongly recommend that the service provider be considered for phase I given their experience and capacity on research. I think they will be able to gather the information that is required in phase I. They have strength in terms of understanding and engaging with the broader human rights context in relation to gender, HIV/AIDS and gender based violence and I think this is an advantage for phase I in terms of analysis for the literature review.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

The facilitator's guide that the director produced for the Limpopo LGBTI group was a grand initiative. It shows that the service provider understands the content that is required to go into a training material that must be used to sensitize and/or conduct a skills building program on sexual orientation and gender identity.

The challenge is on the presented module on HIV/AIDS that was designed for a Master's program in Development Studies. The content, approach, style and medium of instruction may be a problem if it was to be used as is for an audience like social institutions e.g. traditional, religious and cultural leaders. The methodology and approach may be too academic for most social leaders depending on who will be targeted. It is a known fact that the majority of traditional leaders for example does not have tertiary education and therefore may struggle to engage with content that is presented in a high level academic approach. This may include some government officials as well. So, I think the presented approach may be a problem for learning purposes for this project.

Score: 3/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

The approach used on the facilitator's guide is very good and highly recommended for all audiences, but the design and approach used on the HIV/AIDS module may be too high for the literacy levels of most of the target audiences for this project.

Score: 3/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

I sincerely think that the approach, style, design, content and language of the facilitator's guide that was produced for the LGBTI Group in Limpopo should be the one used comparatively to the HIV/AIDS module.

Score 3/ 5

Total Score: 9/15

Recommendation on Phase II:

I recommend that the approach, style, design, content and language of the facilitator's guide that was produced for the LGBTI Group in Limpopo should be the one used comparatively to the HIV/AIDS module. It seems to be user friendly than the HIV/AIDS module for an audience that may not have any interest to learn a skill on LGBTI experiences.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

1. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

I think that there is demonstrated capacity in that the director has worked as a lecturer at some point and has produced materials for learning, so, it is taken that such an experience presents as capacity to work with educational materials. The proposal however does not tell us about the methodology used to produce the materials that were developed and submitted as evidence in this proposal. The lack of methodological clarity for materials development in the proposal presents as an information gap that is required to give an indication whether the service provider is capable of piloting materials or not in a participatory manner that is required in this project.

Score: 2/5

2. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e.: government, cso, social leaders?

The director demonstrates high level experience in terms of working with human rights broadly and specifically with gender, gender based violence and HIV/AIDS. Part of the experience includes work that was done for about a year within the LGBTI sector in Limpopo. There is added advantage in the fact that most of the work experience on gender and HIV/AIDS has been done within government departments particularly health and social development which forms part of the target group for this project. I see this as an added advantage. However, the proposal does not tell us much about work experience with other civil society organisations and social institutions like religious, cultural and traditional institutions.

Score: 3/5

Total Score: 5/10

Recommendations:

The service provider demonstrates strength in research and materials development and human rights broadly, but there is a need to revisit methodology, approach and style of training. The approach that Mother Tounge uses may be useful in this regard. Perhaps the two organisations could be paired together to enable this to happen.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

No, the budget is over with about +- R78 000.00.

Score: 3 /5

2. Do the line items match the activities?

Yes, they do

Score: 4 /5

3. Do the budgeted items meet the allocations for the 3 phases (where relevant?)

Only phase II meets the allocation from the call. Phase I and phase III are beyond the allocated budget. However, phase II did not use the entire allocated amount, it was less by about +- R30 000.00.

Score: 3/5

Total Score: 10/15

Recommendations on the Budget:

There are two possible options: one, to negotiate the consultancy fee to perhaps R4000 a day in order to cut down the costs or option two would be to stick to the timeframes allocated on the call for each phase and reduce the costs of extra time that is currently indicated in the implementation plan. For instance phase I is extra by 2 days, phase III by 2 days.

Overall Score: 42

	Maximum Score	
Phase I	25	18
Phase II	15	9
Phase III	10	5
Budget	15	10
Total Score	65	42

Application Identification Data

Call Number	252
Application Number	5474
Name of Applicant Organisation	Okulekodwa Research and Development Consultants
Name of Assessor	Ingrid Bruynse
Date	16 October 2014
Score	40/75
Recommendation	This proposal shows the ability to undertake the work, although this is not the best applicant overall.

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/or I, II and III, II and III)

This proposal includes all three phases

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

This applicant Dr Joy Violet Summerton, is an individual member of the LGBTI community, with personal and provincial involvement from Limpopo area.

The applicant has a track-record and experience with research: she has personal academic experience, wrote a university modules in Gender Poverty and HIV AIDs and Development (in the human rights sector), she has her PhD. Her PhD is in the link between western and African health systems.

Materials development - one booklet "Who am I?" (2014) for Limpopo LGBTI, facilitator's guide in understanding human sexuality. 46 pages.

The organisation is basically her with limited support.

Score: 4/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

Yes, she has the following experience:

Chair of LGBTI Proudly Out Limpopo.

She acted as technical assistance for Limpopo Health in a gender audit,

GBV two masters level module and implemented in two districts;

University based modules for UOVS – master's level.

She has used iStories methodologies for witch burning.

This proposal shows personal knowledge of the substantive issues. However, more provincial than national sector experience.

Score: 4/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

Training programmes:

Survey of what exists out there:

She has conducted a Gender audit - it is inferred that this would show evidence of knowledge of national other training programmes, besides her own efforts in Limpopo. No overt explication of the range of national research/ training / service delivery to LGBTI and women populations. Needs clarity before commissioning her, if she is selected.

Skill is inferred, but is not as explicit as it could be in this proposal

Score: 3/5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

Training Programmes:

She developed a standardized Organisational capacity building manual developed for LGBTI Proudly Out Limpopo.

This proposal does not specify evidence of knowledge of national other training programmes, besides her own efforts in Limpopo.

Her work is useful as sensitization workshops for government official's community and religious and traditional sectors.

Score: 3/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desktop research and developing a database as specified in the TORS.

This applicant has her PhD so has done desktop research: She lectured research methodology, she is busy with programme evaluation, but if these are desktop and database output, it is unclear.

Shows capability personally and provincially looks useful, does it extend to national?

She seems to have capacity but the proposal is not explicit in desktop research or database development, or the intended fields of content.

Evidence of knowledge of overviews or surveys of the national sector or research or databases of what exists needs to be more overt.

Score: 4/5

Total Score: 18/25

Recommendation on Phase I

Yes, she is recommended. This applicant has done desktop research: She lectured research methodology, she is busy with programme evaluation, but if these are desktop and database output, it is unclear. Evidence of knowledge of overviews or surveys of the national sector or research or databases of what exists needs to be more overt.

Sensitivity and relevance is good, especially in developing content and for implementation of the materials in rural, provincial and black lesbian issues.

She seems to have research capacity.

This proposal shows her capability personally and provincially. For the survey and database first phase – I suggest discussion on the national data sources, database design / survey extending to national interventions, and organisational capacity to assist her?

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

Materials development: personally wrote “Who am I” capacity building facilitator’s guide for LGBTI issues and visibility.

Sensitivity: good as a member of the LGBTI community, can be assisted by global best practice.

Score: 3/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

Module development: There is evidence of design and development of university-level modules, at least three on Gender and development and HIV/Aids. The limitation for these is that they are university level and not for the layman. Level is too high for use in community workshops, but the intended user is university level, so I infer capacity here.

Score: 3/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

Materials development: She personally wrote “Who am I” – a 43 page capacity building facilitator’s guide for LGBTI issues and visibility for Limpopo LGBTI. The approach was clear and focused on training of trainers. Concern about the provincial limitation – only Limpopo, as well as lack of variety of methodology for the training of trainers: quite didactic and definitions based and may model myths and stereotypes as opposed to modelling correct attitudes or participative methodologies/ activity based / pair or individual activities, with issues, safe space?

Score 3/ 5

Total Score: 9/15

Recommendation on Phase II:

This proposal shows capacity of the individual to develop materials and she can implement, with some assistance on capacity plan in her organization, and a revision of the pedagogic elements of the pilot.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

5. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

This proposal and individual shows capability, she has worked with provincial and government as well as CBO. Demonstrated ability, with some broader learning theory input in place, trial materials for national could be developed.

Score: 3/5

6. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e. government, CSO's and social leaders?

Yes, she has demonstrated ability with Limpopo provincial and government. Shows focus in right area, provincially: survey process should ensure the national networks are included.

Score: 3/5

Total Score: 6/10

Recommendation on Phase III:

Yes - The ability to do the work is well demonstrated provincially: She would need to adapt materials based on pilot feedback, but check on organizational capacity to assist the one individual.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00?

This proposal is over budget. Personal / professional fees too high and need revision.

Score: 2/5

4. Do the line items match the activities?

Yes, but focus is more on personal costs than implementation. Needs revision.

Score: 3/5

3. Do the budgeted items meet the allocations for the 3 phases, i.e. Phase I is R40 000, Phase II is R195 000 and Phase III is R115 000 (where relevant?)

I proposed for R77 000 (over budget of R40 000)
 II proposed for R162 000 (under budget of R195 000)
 III proposed for R117000 (over budget of R115 000)
 Total over budget R427 850 (budget is R350 000)

Score: 2/5

Total Score: 7/15

Recommendations on the Budget:

The budget elements need to be re-submitted, revised, to see if it can come into budget phases.

Overall Score

	Maximum Score	
Phase I	25	18
Phase II	15	9
Phase III	10	6
Budget	15	7
Total Score	75	40

9.4 Creatividad Consulting

Name of Organisation	Summary
Creatividad Consulting	
Recommendation	Recommended
Score:	40.5/75
Phase 1: <i>Scan of LGBTI initiatives and review of LGBTI training and awareness of materials and programmes</i>	The organisation demonstrates the skills to do research work and development of materials nationally and regionally. They have worked in the LGBTI sector although only through a small and church based organisation known as IAM (Integrated Affirming Ministries).
Recommendation Phase 1	This proposal has the capacity to do research work and data basing requirement.
Phase 2: <i>Development of LGBTI materials and training programmes.</i>	The organization has developed materials and piloted them nationally. They have also worked in diverse and large-scale projects including CSO's, corporates and government. However, they did not submit examples of materials produced in the past and this has made it harder to assess their methodology, approach, style and language they use in the training materials. They do present capability of working within a human rights framework, but do not mention work on issues of gender, gender based violence sought for in this call. The proposal demonstrates extensive experience in terms of materials development and design mostly for civil society organisations
Recommendation Phase 2	Creatividad Consulting presents strength in materials development as per their proposal, however, they have not provided samples of their materials and training which makes it difficult to verify their expertise.
Phase 3: <i>Piloting and finalisation of LGBTI materials and programmes</i>	The organization is a sole proprietorship that works in partnership with others. They have proven their success in doing this with previous projects but the nature of the organisation indicates limited capacity in terms of its status as a sole proprietorship. The organization has worked widely, i.e. from rural communities to a national level.. It demonstrates the skills to design, develop and implement materials.
Recommendation Phase 3	The experts that will be working on the project demonstrate ability and skill to conduct training for the target audience. The involvement of IAM as a religious organisation could be an advantage in terms accessing the religious sector which I think is important for this project. In addition, the team has facilitation skills and has experience in conducting workshops within communities. The proposal shows careful thought about implementing the findings of the research phase. There is a good project plan, and there is capacity for large projects demonstrated. Previous projects show evidence of work in rural and national implementation
Budget:	The budget is in excess of R140 000.00. This is mostly for skills required for the accreditation of training should that be required.

Application Identification Data

Call Number	252
Application Number	5476
Name of Applicant Organization	Creatividad Consulting
Name of Assessor	Fikile Vilakazi
Date	17 October 2014
Score	38
Recommendation	<p>Creatividad presents strength in materials development. They appear to have extensive experience in this area. However, they did not submit examples of materials produced in the past and this has made it harder to assess their methodology, approach, style and language they use in the training materials. It is recommended to see examples of materials they have developed in the past in order to make an informed decision regarding this application.</p> <p>Furthermore, the consultancy has demonstrated adequate networks within the LGBTI sector. They have mostly worked with IAM, a well-known religious organisation that conducts advocacy and lobbying on sexuality and gender issues within the context of the Christian faith. The one strength of such a connection is that they are already sunk in the religious sector, so may find it easier to infiltrate the fundamentalist religious sector for purposes of this call. Perhaps this could also extend to accessing traditional and cultural leaders and institutions since most religious and traditional institutions work together.</p> <p>The proposal does not demonstrate visible work and record of working with government. They do present capability of working within a human rights framework, even though they do not speak on issues of gender, gender based violence related to this call.</p>

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/or I, II and III, II and III)

Phase I, II and III

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

The service provider demonstrates broader knowledge and experience of human rights, including experience in working within the LGBTI sector at national level.

Score: 4/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

The proposal does not speak to actual experience in gender, gender based violence or rights violations work. One can deduce from the team of experts that are involved in this project mainly from the IAM which is one of the well-known religious organisations working in the LGBTI sector. Otherwise, the experience is not directly implied in the proposal.

Score: 3/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

The service provider does not speak to what is currently available in terms of materials and programmes for sensitization and skills development on LGBTI issues.

Score: 1 /5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

The proposal demonstrates activism within the LGBTI sector through the partnership of different experts from the IAM, a well-known religious organisation that does advocacy at national level on LGBTI issues.

Score: 3/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desk top research and developing a data base as specified in the TORS.

The information submitted shows that the Liesl has extensive experience in conducting desktop reviews since 2004. Some of the members of the team have tertiary qualifications that should enable them to conduct desktop reviews, but the proposal does not necessarily demonstrate the experience of other members of the team in this regard. One can deduce based on qualifications of members of the team that the skill does exist in terms of conducting research.

Score: 3/5

Total Score: 14/25

Recommendation on Phase I:

I think the service provider will be able to gather the information that is required in phase I. They have strength in terms of understanding and engaging with the broader human rights context in relation to LGBTI activism and I think this is an advantage for phase I in terms of analysis for the literature review.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

The proposal demonstrates extensive experience in terms of materials development and design mostly for civil society organisations. I have no doubt that the service provider will be able to develop and design the required materials.

Score: 4/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

There were no examples of materials submitted. It is therefore difficult to provide input in relation to actual design, approach, style and methodology for training

Score: 1/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

There were no materials provided.

Score 1/5

Total Score: 6/15

Recommendation on Phase II:

It appears that the service provider has extensive experience in materials development. I recommend that an example of materials developed be requested to assist with final scoring in this phase.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

1. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

The experts that will be working on the project demonstrate ability and skill to conduct training for the target audience. The involvement of IAM as a religious organisation could be an advantage in terms accessing the religious sector which I think is important for this project. In addition, the team has facilitation skills and has experience in conducting workshops within communities.

Score: 3/5

2. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e.: government, cso, social leaders?

The service provider demonstrates contact with civil society organisations in the LGBTI movement and some contact within government through work with the SETA.

Score: 3/5

Total Score: 6/10

Recommendations:

I recommend that the service provider be involved in the design and development of materials given their demonstrated experience in this area, subject to submission of examples of materials in the past.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

No, the budget is over by about R140 000.00, but this is mostly for extra skills offered in relation to accreditation training should that be required. If this is not considered, the budget is well within the amount of R350 000.00.

Score: 4 /5

2. Do the line items match the activities?

Yes, they do

Score: 4 /5

3. Do the budgeted items meet the allocations for the 3 phases (where relevant?)

Yes, they do

Score: 4/5

Total Score: 12/15

Recommendations on the Budget:

Overall Score

	Maximum Score	
Phase I	25	14
Phase II	15	6
Phase III	10	6
Budget	15	12
Total Score	65	38

Application Identification Data

Call Number	252
Application Number	5476
Name of Applicant Organisation	Creatividad Consulting
Name of Assessor	Ingrid Bruynse
Date	17 October 2014
Score	43/75
Recommendation	This proposal shows promise and is recommended.

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/or I, II and III, II and III)

All three – I, II and III.

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

Liezel van der Westhuisen is a sole proprietor of the organization. She is member of the LGBTI community. She has a Master's Degree in child and youth development. Again this is a single-person organisation, but has shown other aligned capacity she would draw on.

Her focus has been on project and M and E and training alignment to FET / SAQA national standards. She is an assessor registered with HWSETA, level 4 project management qualification.

The work she has done is in quite large-scale projects, broadly in the training field, including child and youth projects: specifically: Black Sash, mothers2mothers, Wellness Foundation; "Let's Do It" inclusive and Affirming Ministries (IAM)

Score: 3/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

Her work up to now has included HIV / "IAM" is LGBTI but has not been in GBV specifically. Her focus is mainly on the faith based communities specifically Methodist, specifically.

Proposal shows sensitivities in the issues in the sector.

Score: 3/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

Seems to be in the sector broadly in women and rights, more focused on training: the work done on projects includes materials development, development of training materials specifically for women: mothers2mothers included training manual, standard operating procedures.

NACOSA, Black Sash training materials rights based on paralegal training for community based organisations in the Boland.

Client "IAM" is specifically LGBTI communities South Africa and sub-saharan Africa: includes research; M and E and report writing; SOPs.

Score: 3/5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

Her development of training materials is national and regional in sub-saharan Africa: includes Black sash; unit standard hiv/aids; mothers2 mothers; wellness foundation. REMAX national; Evidence of Monitoring and evaluation, but not specifically desktop research: capability to do this is inferred.

Works to TORS, successful management of big projects.

Development of training materials specifically for women: mothers2mothers included training manual, standard operating procedures.

NACOSA, Black Sash training materials rights based on paralegal training for community based organisations in the Boland.

"Let's do it":

Client “IAM” is specifically LGBTI communities South Africa and sub-saharan Africa: includes research; M and E and report writing; SOPs.

Score: 4/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desktop research and developing a database as specified in the TORS.

Has demonstrated skill with big projects to specific learning needs, aligned to NQF; SAQA: unit standards.

No evidence of Monitoring and evaluation, but not specifically desktop research: capability to do this is inferred.

Her experience at master’s level seems to include desktop and experience.

Score: 3/5

Total Score: 16/25

Recommendation on Phase I

This proposal has the capacity to do research work and to work nationally and regionally. Work in LGBTI sector this there, although small and church based; as well as general training and project management in large-scale projects. Consultation plan for all groups, specifically rural consultation needs to be in place, as well as how the database will show the surveyed organisations.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

Capacity to develop training material is very clear, related to SAQA and with qualified assessor status; links to NQF and so on. Specific LGBTI work is there, but not extensive. Has done training work in rural contexts (Black Sash / NACOSA) Mothers2mothers – with a national and regional sub-saharan reach? I infer capacity and sensitivity from the proposal, but would be good to see actual trainers list.

Score: 4 /5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

Capacity seems very good in writing materials for training – from design to implementation. Approach is aligned to NQF and FET and learning outcomes. Includes training in rural contexts (Black Sash / NACOSA) Mothers2mothers.

National training development expertise.

But I would like to see facilitators of all race groups and urban and rural and township...

Score 4/ 5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

The sample was submitted for the SAQA unit standards: 13915 HIV and AIDS Knowledge and understanding (Let's Do It). And Personal computing. (Example is not present in the pack for "Let's do it" as claimed in the proposal).

Score 3/ 5

Total Score: 11/15

Recommendation on Phase II:

Yes, national training and piloting experience for large scale projects. Evaluation and alignment to national training best practice is a strong recommendation. Materials have been developed and aligned to assessment.

What is strong in this proposal is the understanding of unforeseen constraints, and working that into the plan supplied, as well as testing the assumptions on which the work is based (good project management skill).

Section 4

Phase III: Piloting and Finalization of Training Programme and Materials

7. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

Materials have been developed for rural and urban users. Existing capacity seems good, evidence of successful national training rollout.

Proposal shows realistic sizing of workshops (10-20) and need for 2-3 facilitators. Good assessment plan. The methodology of piloting seems well in place and strong. Rural work for Brandhouse, Black Sash;

Multiprovince work has been done, and impact driven projects: CSO work for Black Sash, baseline and impact testing has been done: workshops held

Score: 4/5

8. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e. government, CSO's and social leaders?

There is extensive contact with the LGBTI and religious groups (Christian); Regional and sub-saharan projects and national CSO and other contacts. Needs more contact with government, but should they get this work, that should be facilitated and planned.

Score: 3/5

Total Score: 7/10

Recommendation on Phase III:

Yes - I think the proposal shows careful thought about implementing the findings of the research phase. There is a good project plan, and there is capacity for large projects demonstrated.

Previous projects show evidence of work in rural and national implementation.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00?

Phase I =R40900 (900 over)

Phase II – R195 500

Phase III – R116 100 (one thousand over budget).

Score: 3/5

5. Do the line items match the activities?

Yes: Well-planned activities to inform the work, as well as listing of concerns and assumptions and possible problems per phase.

Score: 3/5

3. Do the budgeted items meet the allocations for the 3 phases, i.e. Phase I is R40 000, Phase II is R195 000 and Phase III is R115 000 (where relevant?)

Phase I – R40 900 (nine hundred over budget)

Phase II – R195 500

Phase III – R116 100 (one thousand over budget)

Score: 3/5

Total Score: 9/15

Recommendations on the Budget:

The budget is in the ballpark, and worked out in detail. Should they be selected, discussion with them to come into budget.

Note: no travel to FHR head office is in this budget.

Overall Score

	Maximum Score	
Phase I	25	16
Phase II	15	11
Phase III	10	7
Budget	15	9
Total Score	75	43

9.5 Mothertongue

Name of Organisation	Summary
Mothertongue	
Recommendation	Recommended
Score:	40.5/75
Phase 1: <i>Scan of LGBTI initiatives and review of LGBTI training and awareness of materials and programmes</i>	The organization has good networks in the LGBTI sector. They present a good plan for Phase 1 of the project but have no experience in database development. They have however provided university experience in research, which could be useful in this first phase. there is no evidence of desktop research which is consultative. They have strength in understanding and engaging with the broader human rights context.,
Recommendations Phase 1	The proposal sets out a good plan, but no previous experience is provided on database development for national interventions. Some experience with research at university level is provided. May be able to conduct this part of the assignment but their limitation is no database capacity.
Phase 2: <i>Development of LGBTI materials and training programmes.</i>	The organisation provides a good methodological and alternative form of training through performance art. They have conducted theatrical plays to send messages to communities on GBV and LGBTI issues. They use Physical theatre, movement, storytelling and creative writing. Their plan looks good, but their experience is limited to participative methodology projects
Recommendations Phase 2	This organisation could do this work potentially, but up to now, they have focused on small numbers, and no training of trainers, so they would need to provide more details on how to go to scale and how they would apply their methodology with relevance to national and governmental and civic and community groups.
Phase 3: <i>Piloting and finalization of LGBTI materials and programmes</i>	The strength of this organization lies in its methodology and this would be advantageous, especially if combined with other methods of training (the more conventional kind). All of the work taken so far has been relatively small scale and so there seems to be a lack of experience in national piloting. They have very strong networks within the LGBTI sector.
Recommendations Phase 3	The organization has developed a good plan limited to csos but has not demonstrated how it will expand its model to work with stakeholders such as government CSOs and social township leaders.
Budget	The budget falls within the allocated amount of R350 000. Of concern is that the stakeholder's validation exercise would be held in the Western Cape only.

Application Identification Data

Call Number	252
Application Number	5475
Name of Applicant Organization	Mothertongue
Name of Assessor	Fikile Vilakazi
Date	16 October 2014
Score	44
Recommendation	<p>Mothertongue demonstrates the capacity to conduct all phases of this call. There is visible expertise in the team that shows the team's capability. In phase II of the project they can have a specific role of contributing towards methodology, approach and style for training materials rather than developing actual materials. The reason being that the team seems strong creative arts methodologies for training which are usually user friendly and easily accessible by different audiences both academic and non-academic. On the contrary, they did not present the same level of strength with regards to development of materials.</p> <p>In addition, Mothertongue has good networks within the LGBTI sector that can be useful for the implementation of this project, particularly phase III. However, they did not present the same level of strength when it comes to working with government and social leaders. My recommendation is that if considered for this call, they must be offered to implement phase I, parts of phase II and phase III. This will mean that another service provider will be required to specifically focus on materials development and design and Mother tongue contributes on content, approach, style and language used for the materials.</p>

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/Or I, II and III, II and III)

Phase I, II and III

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material

Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

The service provider demonstrates broader knowledge and experience of human rights, including experience in working within the LGBTI sector at national, regional and international levels.

Score: 4/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

The proposal demonstrates specific knowledge of the LGBTI sector but it is stronger in working with identity politics using theatre

Score: 3/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

The supporting materials that were produced by the Durban Lesbian and Gay Community Centre as presented in the proposal demonstrate knowledge of existing materials in the sector. It is not clear though what the connection is between mother tongue and the presented materials whether those are presented as evidence of existing materials or as examples of materials that they have produced. One can assume that the former is applicable in that the presented materials were produced by the Durban Lesbian and Gay Health and Community Centre.

Score: 3 /5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

The proposal demonstrates activism within the LGBTI sector through the Coalition of African Lesbians and Pan Africa ILGA, but also nationally through performance arts on identity issues broadly. The proposal indicates that they use theatre as a creative methodology and approach to get communities engaged and expressive on social issues that are usually considered taboo and difficult to talk about openly, including the subject of homosexuality, homophobia, sexuality, sensuality and sexual health.

Score: 4/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desk top research and developing a data base as specified in the TORS.

The information submitted shows that the team of Mother Tounge has extensive experience in using theatre as methodology for training purposes. Most of the members of the team have qualifications in the field of arts and have demonstrated its use as an approach for training purposes. The combination of LGBTI activists and artist activists in their team provides a strong human resource needed to carry out phase I. The two of the curriculum vitae submitted show that both members of the team have research experience and are both qualified academically to undertake a desktop study and review of literature with ease and professionalism.

Score: 4/5

Total Score: 18/25

Recommendation on Phase I:

I think the service provider will be able to gather the information that is required in phase I. They have strength in terms of understanding and engaging with the broader human rights context in relation to LGBTI activism, gender, and homophobic violence and I think this is an advantage for phase I in terms of analysis for the literature review.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

- 1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.**

(Please comment on the sensitization and competence/skills building aspects)

There is very little information in the proposal that shows the capacity to design and develop training materials. There is no evidence of such capacity in the proposal based on materials and information submitted.

Score: 1/5

- 2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels**

The information on actual program design is weak in the proposal. However, the proposal is rich in terms approach, literacy and language used to ensure engagement with training content. The idea of using performance arts as a medium and method of training is a brilliant initiative and approach. I actually consider this to be the strength of the proposal. It is common knowledge that artistic approaches have a capability to reach out to various audiences regardless of literacy levels and therefore inclusive, user friendly and less intimidating for training purposes.

Score: 4/5

- 3. Please comment on the materials submitted by the Service Provider in terms of the above:**

The materials submitted by the service provider demonstrate knowledge of existing materials in the sector, but there was no evidence in the materials submitted that shows the capacity of the service provider to develop or design training materials.

Score 3/ 5

Total Score: 8/15

Recommendation on Phase II:

I recommend that the artistic approach and style of mother Tounge be used effectively for purposes of training as an integral part of the methodology employed for both sensitisation and skills building of this project. I think such an approach will be more useful during the design and development of materials and during the pilot phase. It may be of benefit to the project to combine the expertise of both Okuhle Kodwa Consultants and that of Mother Tounge to tap into the different expertise that both organisations bring into the project. I think that both organisations can make a beneficial team for the project if combined.

AJPCR/RA2 ICE/SO1

5

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

1. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

I think that given the artistic approach that the service provider uses in their work, they present a unique and innovative expertise to conduct a pilot for the project. This is dependent however on the fact that they can be teamed up with a strong service provider that can design and develop training materials and they can then add to the content in terms of approach and methodology for execution of the actual training and sensitisation.

Score: 3/5

2. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e.: government, cso, social leaders?

The service provider demonstrates in-depth contact with civil society organisations in the arts industry, women's sector and the LGBTI movement.

Score: 3/5

Total Score: 6/10

Recommendations:

I recommend that the service provider be involved in the design and development of materials to specifically contribute to the language, content, approach and style of teaching, training and instruction. I find their approach useful to facilitate learning for the target group.

I do not think that they can design and develop training materials by themselves, but if combined with a strong designer and developer of materials, they will be able to make a meaningful contribution to a creative methodology.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

Yes the budget is within the amount of R350 000.00
--

Score: 4 /5

2. Do the line items match the activities?

Yes, they do

AJPCR/RA2 ICE/SO1

6

Score: 4 /5

3. Do the budgeted items meet the allocations for the 3 phases (where relevant?)

Yes, they do

Score: 4/5

Total Score: 12/15

Recommendations on the Budget:

Overall Score: 44

	Maximum Score	
Phase I	25	18
Phase II	15	8
Phase III	10	6
Budget	15	12
Total Score	65	44

Application Identification Data

Call Number	252
Application Number	5475
Name of Applicant Organisation	Mothertongue
Name of Assessor	Ingrid Bruynse
Date	17 October 2014
Score	37/75
Recommendation	The organisation could do this project with the requisite support, however the limited methodology to arts based performance limits the possible reach through train the trainers approach to reach more widely.

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/or I, II and III, II and III)

Proposal for all Phases

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

Mothertongue is a participatory drama organisation based in Western Cape. Will localize consultation to Western Cape.

Their plan looks good, but their experience is with participative projects, not evidence of previous consultative desktop research?

Score: 3 /5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

This proposal contains good individuals: Sara Matchett who founded mothertongue – she works in Drama at UCT,

Sipumeze Khundayi is a photographer and performer. Lame Charmaine Tiffany Mugo

Mothertongue works with Gender Dynamics in Cape Town.

Their experience is in participative methodology (theatre as activism) and performance in the broad human rights areas: Specifically, they developed and performed the play “walk” based on the South Africa issues of GBV lesbian hate crimes others:

The partner HolaAfrica has written research journal articles.

Score: 4 /5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

Good contacts but Western Cape based.

Works with GenderLinks and HolaAfrica, which may expand possible contacts, but that is implied not clear from the proposal.

They have not trained government nor in broader civil society, no train the trainer projects, no training materials developed. They have done performance and participative work, no training work.

Score: 2/5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

They have not worked with government nor in broader civil society, no national or regional projects, no training materials developed. They have done performance and direct participative work, no training work.

DVD footage of training using theatre and participatory methods, mainly in UCT drama students in individual expression and participatory theatres.

“Walk” – theatre performance.

Training is not exactly the same thing as theatre or youth community elements.

Score: 2/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desktop research and developing a database as specified in the TORS.

No explicit desktop research ability, or evidence of a full national database development.

No explicit contact with databases and links to lists of organisations in LGBTI, but may have capacity to pull this together (inferred, but no desktop or database projects shown)

Score: 2/5

Total Score: 13/25

Recommendation on Phase I

Shows a good plan, but no previous experience shown on database development for national interventions.

Some experience with research at university level. May be able to pull this off only if they get access to database resources.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

They have a good amount of LGBTI internal capacity but no train the trainer work: existing work shows a competence and skill in sensitive and complex understanding of the issues on GBV and LGBTI.

The training programmes are participative, not TOT, focused on youth and theatre projects, localised to Western Cape. No evidence of state interventions, no national, no civil society work.

Score: 2/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

The capacity in HolaAfrica and mothertongue is to design methodology for training is only in participative methodologies. Theatre, journal writing. The Plan well written, but no existing training of trainers shown.

Training programmes are in youth and theatre projects, localised to Western Cape.

Score: 3/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

LGBTI Materials developed for women having sex with women. This is designed with focus on content knowledge. Durban “women sexting women” is sex and sti-based but the content is directly-written, no concerns for this reviewer on approach in stigma or content issues, but they are not training materials, more knowledge sharing materials.

Need more proof of publication experience. No multilingual publishing experience.

Score 3/5

Total Score: 8/15

Recommendation on Phase II:

This organization could do this work: but up to now, they have focused on small numbers, and no training of trainers, so they would need more details on how to get this done with more people, with relevance to national and governmental and civics and community groups.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

9. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

Evidence of UCT-based training using participative arts based methodologies.

In McGregor in the Western Cape on community work (online) and DVD submitted – not seen.

Small scale and successful interventions with small numbers. Question: will these methods transfer successfully to bigger groups? Can trial materials influence the content revision process (publishing process?)

Score: 2/5

10. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e. government, CSO's and social leaders?

There are existing contacts through HolaAfrica / CAL / Durban www.gaycentre.org.za

The individuals include members of LGBTI in both township and academic circles.

Plan shows consultation but this reviewer would like to see more detail of who they will consult nationally and provincially and in rural and township areas and organisations should they be selected.

Score: 3/5

Total Score: 5/10

Recommendation on Phase III:

It is possible that this consortium could do this work: but all of their work up to now has been small scale. They show a good plan but not sure they are the best fit with government CSOs and social township leaders.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

Phase I R40 000

Phase II R195 000

Phase III R115 000

Score: 4 /5

6. Do the line items match the activities?

Yes. The plan matches the activities exactly. Concern that the stakeholder's validation exercise would be held in Western Cape only. I would request a national phone consultation rather than a physical Western Cape meeting. Suggestion to revise to make the consultation national. What would the cost implications be for this?

Score: 3/5

3. Do the budgeted items meet the allocations for the 3 phases, i.e. Phase I is R40 000, Phase II is R195 000 and Phase III is R115 000 (where relevant?)

Exactly

Score: 4/5

Total Score: 11/15

Recommendations on the Budget:

Yes - Good allocation. Looks well thought out and feasible. Concern that the stakeholder's validation exercise would be held in Western Cape only. I would request a national phone consultation rather than a physical Western Cape meeting. Suggestion to revise to make the consultation national. What would the cost implications be for this?

	Maximum Score	
Phase I	25	13
Phase II	15	8
Phase III	10	5
Budget	15	11
Total Score	75	37

9.6 Centre for HIV/Aids Prevention Studies (CHAPS)

Name of Organisation	Summary
Centre for HIV/Aids Prevention Studies(CHAPS)	
Recommendation	Recommended
Score	32.5/70
Phase 1: <i>Scan of LGBTI initiatives and review of LGBTI training and awareness of materials and programmes</i>	<p>This organization has the skills to undertake Phase I on this assignment. The team presented in this proposal has a good track record and scientific expertise and knowledge to produce good desktop research, review and analysis of literature and produce a data-base as a result. Between the four researchers they have 40 years of desktop, literature and research experience. Their desktop research has been on HIV, LGBTI and Orphaned and Vulnerable Children (OVC).</p> <p>Their focus in this proposal however is in the research component. The director has worked in the LGBTI sector.</p> <p>They have undertaken ethnographic mapping on LGBTI communities which would be valuable.</p>
Recommendation Phase 1	<p>This organization has the skills to undertake the research design in Phase 1. They have undertaken ethnographic mapping on LGBTI communities which would be valuable. Although they have included phases II and III, there is not sufficient evidence of their capacity to conduct these phases of the assignment.</p>
Phase 2: <i>Development of LGBTI materials and training programmes</i>	<p>This organization appears to be more research focused than on training. They appear to have excelled in the HIV / AIDS area through developing a training programme on medical male circumcision. They have utilized the World Health Organization guidelines and is given to doctors and medical people in government and those in private practice. The service provider does not demonstrate any knowledge of LGBTI experiences in terms of human rights violations and gender based violence. The proposal does not have substantive information on issues affecting the LGBTI sector or related experiences of LGBTI people and their work is not located within the human rights paradigm. There is also no demonstration of understanding or engaging with gender, gender based violence or human rights violations broadly in their work.</p> <p>No samples of training material has been provided.</p>
Recommendation Phase 2	<p>There appears to be no capacity to conduct training and materials development.</p>
Phase 3: <i>Piloting and finalisation of LGBTI materials and programmes</i>	<p>There is no evidence of having piloted training programmes. Dr. Mabena who is a senior staff member has personally been involved in a number of lesbian organisation such as Forum for the Empowerment of Women (FEW) and Coalition of African Lesbians (CAL).</p> <p>Their strength is in the health research sector and no evidence is provided on work in LGBTI, gender or gender based violence.</p> <p>No, the proposal does not give any indication of existing networks and relationships that have been developed with government and other civil society organisations in the past, except that Dr Ntlotleng Mabena has involvement and has a track record of being engaged within the LGBTI sector in different capacities. She was a board member of the</p>

	Forum for the Empowerment of Women, a black lesbian women organisation in Gauteng. She is also a board member of Mother Tounge, lesbian feminist collective based in Cape Town. She is a member of the Coalition of African Lesbians.
Recommendation Phase 3	The organization does not provide evidence on piloting materials and training programmes.
Budget	The budget is within R350 000.00 and no line items are provided.

Application Identification Data

Call Number	252
Application Number	5484
Name of Applicant Organization	Chaps
Name of Assessor	Fikile Vilakazi
Date	23 October 2014
Score	32
Recommendation	<p>The service provider has adequate research skills to be able to carry out the objectives of phase I of this call. This is visible in their work experience over the years since 2012. The organisation has conducted different types of research projects. In addition, the team that is involved in this application has a good track record and scientific expertise and knowledge to produce a good desktop research, review and analysis of literature and produce a data-base as a result. There is no doubt of their capability in the research area. Secondly, I think that they will need additional support in order to carry out phase II and III of the call. The reason being that they have indicated that they have skill in developing training materials but there is no adequate proof to that effect in the proposal which makes it difficult to measure their approach, style, language and literacy levels for training programs. In addition to this, there is no demonstration of existing networks with the target audience for this call i.e. civil society organisations and social leaders. They have been working extensively with the National Department of Health. The one last challenge with CHAPS is that their work is not located within the human rights paradigm. There is also no demonstration of understanding or engaging with gender, gender based violence or human rights violations broadly in their work. I think that such a connection is important for any service provider that will implement this call.</p>

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/Or I, II and III, II and III)

Phase I, II and III

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material

Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

The organisation itself does not demonstrate any particular experience and track record of having worked with the LGBTI sector. The cv's however shows that one of the people (Dr Ntlotleng Mabena) has involvement and a track record of being engaged within the LGBTI sector in different capacities. She was a board member of the Forum for the Empowerment of Women, a black lesbian women organisation in Gauteng. She is also a board member of Mother Tongue, lesbian feminist collective based in Cape Town. She is a member of the Coalition of African Lesbians.

Score: 4/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

The service provider does not demonstrate any knowledge of LGBTI experiences in terms of human rights violations and gender based violence. The proposal does not have substantive information on issues affecting the LGBTI sector or related experiences of LGBTI people. The content of the proposal is mainly focused on Voluntary Medical Male Circumcision and its role of reducing the risk of contracting HIV.

Score: 2/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

The proposal makes reference to the fact that Dr Mabena and Sasha Frade have begun work on ethnographic mapping study of prevention and treatment services for LGBTI people in South Africa. However, there is no mention of other existing materials that are being used currently in the area.

Score: 3/5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

The organisation itself does not demonstrate any particular experience and track record of having worked with the LGBTI sector.

The cv's however shows that one of the people (Dr Ntlotleng Mabena) has involvement and a track record of being engaged within the LGBTI sector in different capacities. She was a board member of the Forum for the Empowerment of Women, a black lesbian women organisation in Gauteng. She is also a board member of Mother Tounge, lesbian feminist collective based in Cape Town. She is a member of the Coalition of African Lesbians.

Score: 4/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desk top research and developing a data base as specified in the TORS.

The proposal demonstrates adequate research experience that can enable the service provider to undertake phase I of this project. CHAPS has extensive research experience. The team that has applied for this call demonstrates sufficient skills and expertise in terms of conducting different types of research projects including desktop research, review of literature and analysis thereof. There is no doubt when looking at their proposal that they would be able easily and successfully undertake phase I of this project, particularly with regards to conducting desktop research, literature review and analysis of findings.

Score: 5/5

Total Score: 18/25

Recommendation on Phase I:

The service provider has adequate research skills to be able to carry out the objectives of phase I of this call. This is visible in their work experience. The organisation has conducted different types of research projects. In addition, the team that is involved in this application has a good track record and scientific expertise and knowledge to produce a good desktop research, review and analysis of literature and produce a data-base as a result. There is no doubt of their capability in the research area. The only challenge with CHAPS is that their work is not located within the human rights paradigm. There is also no demonstration of understanding or engaging with gender, gender based violence or human rights violations broadly in their work. This lack of political perspective in their work may compromise the analysis that emerges from the literature review. Otherwise the service provide has the capacity to offer excellent research output for this call if the politics of the work did not matter for Phase I similarly as Scriber does.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

- 1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.**

(Please comment on the sensitization and competence/skills building aspects)

CHAPS has indicated that they have skill in the development of training programmes for men who are involved in Voluntary Medical Male Circumcision programs.

The indication is that training material was a ground breaking work in that it was the first of its kind to be accredited by the National Department of Health and Wits University. However, there is no other evidence of training programs for social leaders and civil society organisations.

Score: 3/5

- 2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels**

There were no examples of training materials provided and this has made it difficult to assess design, approach, language, content and literacy levels.

Score: 0/5

- 3. Please comment on the materials submitted by the Service Provider in terms of the above:**

There were no examples of training materials submitted by the service provider.

Score 0/ 5

Total Score: 3/15

Recommendation on Phase II:

The service provider needs to submit examples of materials produced in the past to enable relevant assessment of this area of their work.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

- 1. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?**

There is very little information in the proposal that demonstrates the ability of the service provider to conduct pilot training programs.

Score: 2/5

2. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e.: government, cso, social leaders?

No, the proposal does not give any indication of existing networks and relationships that have been developed with government and other civil society organisations in the past, except that Dr Ntlotleng Mabena has involvement and has a track record of being engaged within the LGBTI sector in different capacities. She was a board member of the Forum for the Empowerment of Women, a black lesbian women organisation in Gauteng. She is also a board member of Mother Tounge, lesbian feminist collective based in Cape Town. She is a member of the Coalition of African Lesbians.

Score: 2/5

Total Score: 4/10

Recommendations:

The information provided shows that the service provider may need extensive support in order to successfully carry out phase III of this call. It is recommended that they must be paired with another service provider who may have developed networks and existing relationships with the target audience and has demonstrated working relationship.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

Yes, the budget is perfectly within the required limit of R350 000.00.

Score: 5 /5

2. Do the line items match the activities?

There is no budget breakdown provided

Score: 1/5

3. Do the budgeted items meet the allocations for the 3 phases (where relevant?)

There is no budget breakdown provided

Score: 1/5

Total Score: 7/15

Recommendations on the Budget:

Overall Score: 32

	Maximum Score	
Phase I	25	18
Phase II	15	3
Phase III	10	4
Budget	15	7
Total Score	65	32

Application Identification Data

Call Number	252
Application Number	5484
Name of Applicant Organisation	CHAPS
Name of Assessor	Ingrid Bruynse
Date	21 October 2014
Score	33/75
Recommendation	Yes, recommended for Phase I only.

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/or I, II and III, II and III)

All three phases are proposed I II and III.

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

Chaps is an NGO focused on HIV prevention in SA. They have a research focus, have personal experience in HIV and OVC; gender, GBV; sexual and reproductive health and so on:

Score: 4/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

Dr Mabena personally has a history of working with marginalised lesbians and transgendered people in Gauteng: project "Open House": forms part of CAL and FEW:

CHAPS is more HIV based, but the individuals show alignment to the specific LGBTI sector.

Score: 4 /5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

Knowledge of the sector seems good: specifically the ethnographic mapping of LGBTI services.

Otherwise the organisation is more HIV focused

Score: 4/5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

Most relevant: the ethnographic mapping study of prevention and treatment services for LGBTI in SA:

They have done work in their personal capacity

Score: 5/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desktop research and developing a database as specified in the TORS.

Research ability: They have written guidelines, defined operational models; research to guide DOH in indicator development for M&E to monitor their own programmes. capacity of 4 x researchers; 40 years of collective experience in desktop research: literature reviews;

Journal articles written by Alexandra Spyrelis in monitoring and evaluation:

They have done the following desktop research:

- HIV incidence and prevalence
- HIV prevention strategies like voluntary medical male circumcision
- LGBTI treatment and care services
- Living conditions of OVC
- Nutritional status of under-five children

Score: 4/5

Total Score: 21/25

Recommendation on Phase I

Highly recommended: capability is clear and work in the research section is very specifically relevant

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

The group has capacity for the development of research, and in voluntary medical male circumcision training was conducted in accordance with the world health organisation's guidelines, for doctors and medical people in government and private areas.

There is however no evidence of actual materials development for training and LGBTI specific materials and programmes.

Score: 3/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

Capability in designing training materials is not evidenced in this proposal document, but they refer only to the voluntary medical circumcision work. No training materials attached.

Score: 2/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

Cannot comment as the materials submitted were a training follow-up study (research document on the sampling and research findings related to the training) it is not a training material as such, but a research document.

Score 2/ 5

Total Score: 7/15

Recommendation on Phase II:

Not recommended for the development of pilot material and training content and methodologies. These are research focused people rather than training developers and materials writers for the LGBTI sector.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

11. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

They have only conducted pilot and training in medical male circumcision.
Their capacity is primarily research focused.

Score: 2/5

12. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e. government, CSO's and social leaders?

Knowledge of the sector seems good: specifically the ethnographic mapping of LGBTI services. Otherwise the organisation is more HIV focused, and they do not network in the sector as CHAPS, but some network with FEW and CAL in personal capacity

Score: 3/5

Total Score: 5/10

Recommendation on Phase III:

Not recommended, due to the lack of evidence of the development of materials and the links to the sector in the piloting of materials and the development of training materials that includes methodology to train both trainers and to have materials to use with communities. They are primarily HIV and research based.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

The implementation plan does not refer to a budget.

Score: 0/5

7. Do the line items match the activities?

Score: 0/5

3. Do the budgeted items meet the allocations for the 3 phases, i.e. Phase I is R40 000, Phase II is R195 000 and Phase III is R115 000 (where relevant?)

n/a

Score: 0/5

Total Score: 0/15

Recommendations on the Budget:

Overall Score

	Maximum Score	
Phase I	25	21
Phase II	15	7
Phase III	10	5
Budget	20	0
Total Score	75	33

9.7 Themba Interactive

Name of Organisation	Summary
Themba Interactive	
Recommendation	Recommended
Score:	27/75
Phase 1: <i>Scan of LGBTI initiatives and review of LGBTI training and awareness of materials and programmes</i>	This organisation works extensively with the youth and prison inmates. They also utilise performance arts as a methodology. They have not provided any evidence of doing desktop research and literature reviews.
Recommendation Phase 1	The organisation does not have the capacity to conduct Phase I of this assignment.
Phase 2: <i>Development of LGBTI materials and training programmes.</i>	This organisation uses theatre and drama as a methodology for their training. Their focus is on human rights but not specifically LGBTI issues. They do focus on adolescent development as well as GBV, sexual wellness and have worked with prison inmates. They therefore have the expertise to provide training and utilise performance art as their methodology. They have developed peer education modules. There is no evidence of train the trainer materials.
Recommendation Phase 2	The organisation shows limited capacity to design training programmes and materials for the intended beneficiaries
Phase 3: <i>Piloting and finalisation of LGBTI materials and programmes</i>	The organisation does not have an extensive database network, especially in the field of LGBTI's. Furthermore they have worked mainly with the youth and there is no evidence of wider government work.
Recommendation Phase 3	This organisation show limited capacity to undertake this phase of the assignment
BUDGET	No budget has been submitted.

Application Identification Data

Call Number	252
Application Number	5477
Name of Applicant Organization	Themba Interactive
Name of Assessor	Fikile Vilakazi
Date	17 October 2014
Score	26
Recommendation	<p>Themba Interactive has demonstrated experience in working with youth through the provision of training programs and dialogues using applied theatre as methodology for training. In the same way as Mother Tounge, they present strength in the area of creative methodology, approach, style and language used for training purposes. As indicated in the Mother Tounge application, applied theatre is often a user friendly method of training that has the capability to work through various audiences and literacy groups.</p> <p>However Themba Interactive has not demonstrated visible skill and expertise in terms of conducting research as required for phase I. In addition to this they appear to have experience in conducting training programs for youth but have not necessarily done similar work with government and civil society as required by phase III of this call. A similar analysis applies for phase II in that they are strong on methodology and development of training materials but most of it applies to working with youth. My sense is that this call requires a combination of youth training methods and adult based educational methods given the target audience. So, their experience seems to be limited in this area. My sense is that Themba Interactive will not be able to independently implement this call. If chosen, they will require additional support from another service provider who can augment some of the skills that are lacking. Otherwise their work with youth is firmly rooted in the human rights paradigm and gender based violence within the context of HIV.</p>

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/Or I, II and III, II and III)

Phase I, II and III

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

The service provider demonstrates broader knowledge and experience of human rights, mainly with youth and HIV/AIDS and offenders.

Score: 4/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

The proposal demonstrates experience in working with sexual violence through performance arts.

Score: 4/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

The service provider does not speak to what is currently available in terms of materials and programmes for sensitisation and skills development on LGBTI issues.

Score: 1 /5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

There is very little information in the proposal in this regard

Score: 1/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desk top research and developing a data base as specified in the TORS.

Very little information exist in the proposal in this regard

Score: 1/5

Total Score: 11/25

Recommendation on Phase I:

I do not think that service provider will be able to conduct phase I.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders. (Please comment on the sensitization and competence/skills building aspects)

The materials submitted appear to be incomplete.

Score: 2/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

The service provider demonstrates strength based on the approach and methodology of using theatre and arts for educational purposes

Score: 4/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

The materials appear to be of good standard and demonstrate ability to develop and design training materials.

Score 3/ 5

Total Score: 9/15

Recommendation on Phase II:

It appears that the service provider has extensive experience in materials development. I recommend that an example of materials developed be requested to assist with final scoring in this phase.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

1. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

The service provider does demonstrate capability to conduct training programmes

Score: 3/5

2. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e.: government, cso, social leaders?

The service provider demonstrates contact with civil society within the youth sector and there is very little information with regards to contacts within government and the LGBTI sectors.

Score: 3/5

Total Score: 6/10

Recommendations:

I do not think that the service provider will be capable of conducting this phase as required

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

No budget submitted

Score: 0 /5

2. Do the line items match the activities?

N/A

Score: 0/5

3. Do the budgeted items meet the allocations for the 3 phases (where relevant?)

N/A

Score: 0/5

Total Score: 0/15

Recommendations on the Budget:

Overall Score: 26

	Maximum Score	
Phase I	25	11
Phase II	15	9
Phase III	10	6
Budget	15	0
Total Score	65	24

Application Identification Data

Call Number	252
Application Number	5477
Name of Applicant Organisation	Themba Interactive
Name of Assessor	Ingrid Bruynse
Date	18 October 2014
Score	28/75
Recommendation	Conditionally recommended: see detailed comments

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/or I, II and III, II and III)

All three phases are proposed. However no budget is attached.

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

The work of Themba Interactive is generally in the human rights areas but nothing so far on LGBTI but theatre work on GBV, sexual wellness (general) and community democracy building, and advocating cultural and sexual diversity and human rights.

This proposal shows the organisation has expertise in adolescent focused projects and applied drama methodologies (participative theatre).

They have done work in prison communities and with adolescents, OVC, mentoring and expressive space with small groups. Also corporate work.

Score: 3/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

Generally shown knowledge of the human rights areas but nothing so far on LGBTI but theatre work on domestic violence, sexual wellness (general) and community democracy building, and advocating cultural and sexual diversity and human rights.

This proposal shows the organisation has expertise in adolescent focused projects and applied drama methodologies (participative theatre).

Score: 3/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

No evidence of training methodologies besides participative theatre shown in this proposal. Focus is HIV OVC learner and adolescent groups. Not specifically LGBTI, but some women's issues dealt with.

Score: 2/5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

Good governmental experience for correctional service (prisons) on HIV AIDS; but extent is not known. Some peer education model, used in three correctional centres in 3 provinces: Limpopo, North West and Mpumalanga; Safe Parks; corporate and national experience, but small groups.

Learner groups, university groups are mentioned, but extent is not shown:

Score: 3/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desktop research and developing a database as specified in the TORS.

Desktop research is not the focus of this organisation, and they show no research evidence or capacity.

Score: 2/5

Total Score: 13/25

Recommendation on Phase I

Not recommended. No capacity shown of LGBTI or desktop / survey research and database development work

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

Many provinces, with learners and adolescents, in small numbers.

Need to see proof of numbers and extent of training. Not in the proposal.

Training in three correctional centres in three provinces (one per province).

Participation focused - rather than outcomes and learning focused. Not sure about methodologies for assessment and change in attitude knowledge and so on: may go wrong if stereotypes are only reinforced and no new learning occurs.

Score: 3/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

Developing content: one manual for internal training developed.

The proposed team is multilingual and over a number of provinces, and has

capability in participative drama; the focus of the provided materials is behaviour change through participation arts based methodologies of – but not sure how this extends over to larger groups, or TOT, which may need outcomes and learning focused methods for extension beyond direct impact

It is written as a knowledge based book, rather than activity and training based, and works for peer education and drama methods directly, only, not for training of trainers.

Score: 3/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

The HIV AIDS interactive training manual mentioned, written in 2010, focuses on dramatic methodologies for training:

Behavior change is the aim, with some elements of human behavior and so on: but it is not evident what the methodologies are for assessment and change in attitude knowledge and so on for training of trainers.

Score 3/5

Total Score: 9/15

Recommendation on Phase II:

The training materials were submitted, and show participative and dramatic use in peer education, but no method for training of trainers and methods for activity, individual pair and small group work which would work well for topics needing. They could do the work, only with more clarity on how this would work for bigger groups and training of trainers.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

13. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

It seems this provider has done pilot work with correctional services: one group per province x 3 provinces. There is an indication in the proposal for how piloted materials would change based on reference group:

The materials developed – HIV and AIDS Interactive training manual (internal material for their own organisation). However this was not attached.

They may be able to implement as an implementation partner, but current proposal does not show piloting of materials as a possibility.

No assessment plan for training and adapting the content.

Score: 3/5

14. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e. government, CSO's and social leaders?

Not LGBTI. Some adolescent and prison based contacts. Schools and adolescents in communities is a good possibility.

Score: 3/5

Total Score: 6/10

Recommendation on Phase III:

Not recommended. Need a researched and impact assessed implementation.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

No budget attached.

Score: 0/5

8. Do the line items match the activities?

Not applicable

Score: 0/5

3. Do the budgeted items meet the allocations for the 3 phases, i.e. Phase I is R40 000, Phase II is R195 000 and Phase III is R115 000 (where relevant?)

No budget attached.

Score: 0/5

Total Score: 0/15

Recommendations on the Budget:

No information supplied.

Overall Score

	Maximum Score	
Phase I	25	13
Phase II	15	9
Phase III	10	6
Budget	15	0
Total Score	75	28

9.8 Viyon Hammond

Name of Organisation	Summary
Viyon Hammond (consultant)	
Recommendation	Recommended
Score	26/75
Phase 1: <i>Scan of LGBTI initiatives and review of LGBTI training and awareness of materials and programmes</i>	This individual is focused on building capacity and confidence in young people. Although he indicates that he has experience in conducting literature reviews and desktop training it is not apparent from the proposal. This may be due to the fact that his main focus has been the design, development of several training materials for LOVELIFE.
Recommendation Phase 1	There is no evidence of experience in conducting desk top reviews or databasing.
Phase 2: <i>Development of LGBTI materials and training programmes.</i>	The applicant has been involved in the development and delivery of training programmes both trainers and participants and has listed numerous LOVELIFE training programmes as examples. These include LOVELIFE youth centre training; Lovelife games training of trainers; Groundbreaker Core for Lovelife staff; Lovelife onsite trainers and sexual and reproductive health and rights training. There is no evidence or experience of LGBTI training.
Recommendation Phase 2	This consultant shows limited ability to undertake this phase although demonstrates skills and experience in another sector
Phase 3: <i>Piloting and finalisation of LGBTI materials and programmes</i>	The individual would be capable of doing pilots based on their experience, but they lack knowledge of LGBTI issues and materials. Possibly they would team up with an LGBTI organisation in order to successfully complete this step.
Recommendation Phase 3	This consultant shows limited ability to undertake this phase although demonstrates skills and experience in another sector
BUDGET	No budget was submitted with this proposal. The applicant indicates that should he qualify for this call, they would discuss the budget with the FHR.

Application Identification Data

Call Number	252
Application Number	5479
Name of Applicant Organization	Viyon Hammond
Name of Assessor	Fikile Vilakazi
Date	23 October 2014
Score	21
Recommendation	<p>Viyon has demonstrated experience in providing and developing training programmes and materials for young people. This is a skill that he gained over the years of working with loveLife since 2008. However, he does not show any experience in working with government, civil society organisation and social leaders in the past. This may pose as a challenge for him should he be granted an opportunity to implement certain aspects of this call. The work that he has done seems to focus mostly on life skills for youth and not necessarily embedded in the human rights paradigm. Again this poses as a limitation for purposes of this call.</p>

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/Or I, II and III, II and III)

Phase I, II and III

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material

Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

The work experience demonstrated in this proposal indicates that the individual consultant has a lot of experience in training which includes some aspects of training in Sexual and Reproductive Health and Rights. This is one area in the proposal that makes reference to an element of human rights. Otherwise, the actual experience of the service provider is that of designing, developing and conducting training programmes on different aspects of loveLifestyle programmes including sexual identity, HIV and AIDS.

Score: 3/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

The proposal does not demonstrate adequate knowledge and expertise of working with the LGBTI sector. The only experience that comes close to such knowledge would be the one indicated above which forms part of their training on Sexual and Reproductive Health and Rights with some focus on sexual identity.

Score: 2/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

The proposal does not make any reference to existing materials that are currently used for training communities on women and LGBTI people's experiences.

Score: 2/5

**4. Please describe their engagement with the sector and the activities they have conducted-
I.e. provincial, national and regional experience of similar or related assignments.**

The proposal shows that the service provider targets young people in their program. There are no specific activities in their work that are geared towards addressing LGBTI experiences and issues.

Score: 2/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desk top research and developing a data base as specified in the TORS.

The proposal demonstrates adequate research experience that can enable them to undertake phase I of this project. One of the consultants has been involved in conducting research and developing context analysis from program startups in different social and cultural contexts. Viyon has additional expertise in the following research areas namely: outcomes mapping, evidence based intervention mapping and developing context analysis from desktop research, interviews and surveys. This capacity should be sufficient to enable the service provider to conduct the desktop research for purposes of data collection for phase I. However, the proposal does not speak much about the expertise with regards to analysis and review of literature which is a skill strongly required for phase I. The silence of the proposal in this area remains a concern.

Score: 3/5

Total Score: 12/25

Recommendation on Phase I:

I think the service provider has expertise to conduct desktop research for purposes of data collection phase I of this project. However, they will need to be teamed up with another service provider in order to complete other aspects of phase I like the review and analysis of literature and development of a comprehensive data base based on desktop research.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

Viyon has demonstrated skill in the development of training programmes for young people, particularly life skills programmes based on his years of work with the loveLife programmes. He has been involved in this area of work since 2008. However his record does not show any capacity to work with government,

broader civil society organisations and social leaders. The lack of experience in this area may compromise the ability of the service provider to develop relevant training programs for this target group and thereby compromise the most important aspect of this project.

Score: 2/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

Viyon has demonstrated sufficient capacity with regards to the development of training materials. This is an experience that he gained during his work with loveLife since 2008. However, the proposal does not speak much to methodology, approach and style for training. The one thing that does come out though is that the training programs and materials that were developed used the Training of Trainer (TOT) model. Otherwise, it is difficult to comment on design, approach, language and literacy levels without examples of materials that the services has produced in the past since these were not submitted with the proposal.

Score: 3/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

There were no examples of materials submitted by the service provider.

Score 0/5

Total Score: 5/15

Recommendation on Phase II:

The service provider has some skill in materials development based on his work with loveLife, but I think he will need more support in order to adequately undertake the development of materials as required by this call.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

1. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

Yes, the service provider demonstrates extensive experience in terms of providing training programs. The only gap is the one highlighted above, which is that the service provider does not demonstrate adequate experience with the target group for this call. So, even though they may have training experience, the fact that they do not have specific experience in working with the target audience for this call may pose as a challenge during the implementation of phase III.

Score: 3/5

2. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e.: government, cso, social leaders?

No, the proposal does give any indication of existing networks and relationships that have been developed with government and other civil society organisations in the past.

Score: 1/5

Total Score: 4/10

Recommendations:

The information provided shows that the service provider may need extensive support in order to successfully carry out phase III of this call. It is recommended that they must be paired with another service provider who may have developed networks and existing relationships with the target audience and has demonstrated working relationship.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

There is no budget submitted with the proposal.

Score: 0 /5

2. Do the line items match the activities?

There is no budget breakdown provided

Score: 0/5

3. Do the budgeted items meet the allocations for the 3 phases (where relevant?)

There is no budget breakdown provided

Score: 0/5

Total Score: 4/15

Recommendations on the Budget:

Overall Score: 21

	Maximum Score	
Phase I	25	12
Phase II	15	5
Phase III	10	4
Budget	15	0
Total Score	65	21

Application Identification Data

Call Number	252
Application Number	5479
Name of Applicant Organisation	Viyon Hammond
Name of Assessor	Ingrid Bruynse
Date	20 October 2014
Score	31/75
Recommendation	Conditionally recommended: Not for phase I

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/or I, II and III, II and III)

Phases I II and III

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

Viyon as an individual has personal experience in the community and youth sectors: as training manager for Love Life, Groundbreakers and so on: participative and rights-based community work, sexual health focus specifically but not GBV / LGBTI particularly. This proposal is in his personal capacity.

Score: 3 /5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

Not specifically: LoveLife is on youth community and sexual health focus, but nothing specific on LGBTI aspects that we can see in this proposal. No evidence online of other personal involvement in gender GBV, LGBTI.

Score: 3/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

Good experience as training manager for loveLife: YCentre manager training materials; training of trainers in loveLife onsite training; groundbreaker training programme design; sexual and reproductive health for Dance4Life (Amsterdam) for women and men youth. Not women specifically, no LGBTI training provided, but it is inferred that the training would be good, and he has a general human/ sexual rights framework, but specifically for adolescents.

Score: 3 /5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

The applicant has personally been involved in the development and delivery of the trainings to both trainers and participants, but not specifically LGBTI:

Specifically for the design of training:

LoveLife Y Centre training 22 participants

LoveLife Games Training of Trainers 45 trainers

groundBreaker core – 135 loveLife staff (internal training).

LoveLife onsite 135 trainers

Sexual and reproductive health and rights training (TOT) 65 participants

Specifically for the delivery of training:

LoveLifestyle training 160 groundbreakers 800 volunteer participants

Sexual and reproductive health and rights training 160 groundbreakers 800 volunteers

LoveLife Games - 200 participants

groundBreaker core – 165 groundbreakers x 2 phases

Score: 3/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desktop research and developing a database as specified in the TORS.

Capability is not clear for research: the capability for desktop research or research or so on. His focus is on training rather than desktop research and surveys.

Score: 2/5

Total Score: 14/25

Recommendation on Phase I

Not recommended, as no evidence of desktop research capability. Capability is not clear for survey or database desktop research or research generally. His focus is on training rather than desktop research and surveys.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

Good experience as training manager for loveLife: YCentre manager training materials; training of trainers in loveLife onsite training; groundbreaker training programme design; sexual and reproductive health for Dance4Life (Amsterdam) for women and men youth. Not women specifically, no LGBTI training provided, but experience in sensitive youth training. This is an individual rather than the organisation proposing. Specifically for the design of training:

LoveLife Y Centre training 22 participants

LoveLife Games Training of Trainers 45 trainers

groundBreaker core – 135 loveLife staff (internal training).

LoveLife onsite 135 trainers

Sexual and reproductive health and rights training (TOT) 65 participants **Specifically for the delivery of training:** LoveLifestyle training 160 groundbreakers 800 volunteer participants, Sexual and reproductive health and rights training 160 groundbreakers 800 volunteers, LoveLife Games - 200 participants groundBreaker core – 165 groundbreakers x 2 phases

No government training

Score: 3/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

Good personal experience as training manager for loveLife: YCentre manager training materials; training of trainers in loveLife onsite training; Groundbreaker training programme design; sexual and reproductive health for Dance4Life (Amsterdam) for women and men youth.

Specifically for the design of training:

LoveLife Y Centre training 22 participants

LoveLife Games Training of Trainers 45 trainers

groundBreaker core – 135 loveLife staff (internal training).

LoveLife onsite 135 trainers

Sexual and reproductive health and rights training (TOT) 65 participants

Score: 5/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

Training materials were not submitted. Mentions Loving Life and Making My Move

Search on the internet reveals an assessment of LoveLife

http://vosesa.org.za/focus/vol2_no3/loveLife%20article.PDF

Other publications but not the ones mentioned in the proposal.

<http://www.lovelife.org.za/corporate/resources/studies-surveys-and-reports/>

[Looks well developed for mass training as well as train the trainer.](#)

Score 3 / 5

Total Score: 11/15

Recommendation on Phase II:

Recommended: much experience, if not specifically LGBTI, has worked with community and women. Need to see actual planned training manuals should they be selected.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

15. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

The training development and rollout capacity was well evidenced in this proposal: onsite training design, groups of up to 800 people per group trained including volunteer and community.

Score: 4/5

16. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e. government, CSO's and social leaders?

Not contacts clear from this proposal on / with LGBTI groups and government. Only NGO and CBO experience.

Score: 2/5

Total Score: 6/10

Recommendation on Phase III:

Recommended but with provisio of partner with LGBTI context and sensitivities conducted. Show team members who have written up materials for LGBTI before. Possibly one of the other applicants to make a stronger proposal?No

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

No budget submitted. However the proposal suggests a discussion with FHR and detailed scoping of the project, which implies that the budget would be acceptable broadly.

Score: 0/5

9. Do the line items match the activities?

10. No budget submitted. Proposal suggests a discussion with FHR and detailed scoping of the project

Score: 0 /5

3. Do the budgeted items meet the allocations for the 3 phases, i.e. Phase I is R40 000, Phase II is R195 000 and Phase III is R115 000 (where relevant?)

No budget submitted. Proposal suggests a discussion with FHR and detailed scoping of the project

Score: 0/5

Total Score: 0/15

Recommendations on the Budget:

The assumption is further scoping of the budget, so in order to consider this proposal, we would need to ask them to submit a budget

However, due to lack of research experience, would only be recommended for consideration for implementation II and III only

Overall Score

	Maximum Score	
Phase I	25	14
Phase II	15	11
Phase III	10	6
Budget	15	0
Total Score	75	31

9.9 Scribe

Name of Organisation	Summary
Scribe	
Recommendation	Recommended for Phase 1
Score	58/75
Phase 1: <i>Scan of LGBTI initiatives and review of LGBTI training and awareness of materials and programs</i>	The service provider has adequate research skills to be able to carry out the objectives of phase I of this call. The organisation has conducted different types of research projects. In addition, the team that is involved in this application has a good track record and scientific expertise and knowledge to produce a good desktop research, review and analysis of literature and produce a data-base as a result. However, the organisation does not have a track record in working in Human Rights.
	There is also no demonstration of understanding or engaging with gender, gender based violence or human rights violations broadly in their work.
Recommendation Phase 1	Highly recommended despite their limited current involvement in the LGBTI sector: they have shown a plan of how to get this information, and the capability to draw up both a high quality qualitative research document, as well as a database, in the formats that would be useful for Phase II and Phase III of this undertaking.
BUDGET	No budget submitted

Application Identification Data

Call Number	252
Application Number	5482
Name of Applicant Organization	Scriber
Name of Assessor	Fikile Vilakazi
Date	23 October 2014
Score	27/40
Recommendation	<p>The service provider has adequate research skills to be able to carry out the objectives of phase I of this call. This is visible in their work experience over the years since 2012. The organisation has conducted different types of research projects. In addition, the team that is involved in this application has a good track record and scientific expertise and knowledge to produce a good desktop research, review and analysis of literature and produce a data-base as a result. There is no doubt of their capability in the research area. The only challenge with Scriber is that their work is not located within the human rights paradigm. There is also no demonstration of understanding or engaging with gender, gender based violence or human rights violations broadly in their work. This lack of political perspective in their work may compromise the analysis that emerges from the literature review.</p> <p>Otherwise the service provider has the capacity to offer excellent research output for this call if the politics of the work did not matter for Phase I.</p>

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/Or I, II and III, II and III)

Phase I

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material

Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

The Scriber is a research service provider with no particular track record in human rights work. The focus of the organisation is to produce scientific research and that is their strength.

Score: 1/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

As indicated above, the service provider does not demonstrate any knowledge of LGBTI activism, understanding of LGBTI people experiences and expertise of having worked with LGBTI organisations in the past. In addition, the proposal does not make any reference to issues related to gender, gender based violence and human rights violations. It appears to be purely a proposal that is focused on research and has interest in conducting phase I since this phase requires adequate research skills and expertise.

Score: 1/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

The proposal does not make any reference to existing materials and programmes that are currently used for training communities on women and LGBTI people's experiences.

Score: 1/5

**4. Please describe their engagement with the sector and the activities they have conducted-
I.e. provincial, national and regional experience of similar or related assignments.**

The proposal shows that the service provider is a research organisation. There are no specific activities in their work that are geared towards addressing LGBTI experiences and issues.

Score: 1/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desk top research and developing a data base as specified in the TORS.

The proposal demonstrates adequate research experience that can enable the service provider to undertake phase I of this project. Scriber has extensive research experience and has been conducting this work since 2012. The team that has applied for this call demonstrates sufficient skills and expertise in terms of conducting different types of research projects including desktop research, review of literature and analysis thereof. There is no doubt when looking at their proposal that they would be able easily and successfully undertake phase I of this project, particularly with regards to conducting desktop research, literature review and analysis of findings.

Score: 5/5

Total Score: 12/25

Recommendation on Phase I:

The service provider has adequate research skills to be able to carry out the objectives of phase I of this call. This is visible in their work experience over the years since 2012. The organisation has conducted different types of research projects. In addition, the team that is involved in this application has a good track record and scientific expertise and knowledge to produce a good desktop research, review and analysis of literature and produce a data-base as a result. There is no doubt of their capability in the research area. The only challenge with Scriber is that their work is not located within the human rights paradigm. There is also no demonstration of understanding or engaging with gender, gender based violence or human rights violations broadly in their work. This lack of political perspective in their work may compromise the analysis that emerges from the literature review.

Otherwise the service provider is has the capacity to offer excellent research output for this call if the politics of the work did not matter for Phase I.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

Yes, the budget is perfectly within the required limit of R40 000.00 for phase I,

Score: 5 /5

1. Do the line items match the activities?

Yes, they do

Score: 5/5

3. Do the budgeted items meet the allocations for the 3 phases (where relevant?)

The budget is only for Phase I since the applicant is interested in Phase I only and it does meet the allocations for this phase.

Score: 5/5

Total Score: 5/15

Recommendations on the Budget:

Overall Score: 27/40

	Maximum Score	
Phase I	25	12
Budget	15	15
Total Score	40	27

Application Identification Data

Call Number	252
Application Number	5482
Name of Applicant Organisation	The Scribe
Name of Assessor	Ingrid Bruynse
Date	21 October 2014
Signature	
Score	31/75
Recommendation	Yes, recommended for Phase 1 only. Did not apply for other phases.

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/or I, II and III, II and III)

This proposal is only for Section I, the first research phase of the project.

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

Yes, The Scribe is a research and writing organisation who has worked in anthropology, with both members Amy Hixon and Ashling McCarthy have masters degrees, have worked as research consultants in the broad field of human rights projects: specifically:

NACOSA OVC CSS – networking for OVCs and their caregivers: over 6 provinces in SA: the work was secondary data analysis and mapping:

Qualitative research on bereaved children's support groups: desktop research on Free State teens

TRIAS qualitative research and desktop comprehensive research in three regions Soweto Mokapane and Nelspruit

Vulnerable groups policy and strategy

Score: 4/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

Not specifically: there are broad societal issues but not specific to GBV and LGBTI sectors.
Expertise is inferred from the range of other work in a range of sectors.

Score: 3/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

There is no evidence of current knowledge of what is currently done in the LGBTI sector, but the proposal shows a plan to find this out, through desktop research, academic, newspapers and website.

Score: 3/5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

The Scribe is a research and writing organisation who has worked as research consultants in the broad field of research qualitative and policy and desktop projects: specifically:

NACOSA OVC CSS – networking for OVCs and their caregivers: over 6 provinces in SA: the work was secondary data analysis and mapping:

Qualitative research on bereaved children's support groups: desktop research on Free State teens

TRIAS qualitative research and desktop comprehensive research in three regions Soweto Mokapane and Nelspruit

Vulnerable groups policy and strategy –

Other desktop and other capacity

Score: 4/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desktop research and developing a database as specified in the TORS.

Extensive and specifically desktop and qualitative research writing skill, experience, and general capability with this kind of work.

Score: 5/5

Total Score: 19/25

Recommendation on Phase I

Highly recommended despite their limited current involvement in the LGBTI sector: they have shown a plan of how to get this information, and the capability to draw up both a high quality qualitative research document, as well as a database, in the formats that would be useful for Phase II and Phase III of this undertaking.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

Phase I only: R39 6000, within budget of R40 000

Score: 4/5

11. Do the line items match the activities?

Yes, and the proportions for desktop research is the biggest cost proportionally:

Score: 4/5

3. Do the budgeted items meet the allocations for the 3 phases, i.e. Phase I is R40 000, Phase II is R195 000 and Phase III is R115 000 (where relevant?)

Only for Phase 1: within budget

Score: 4/5

Total Score: 12/15

Recommendations on the Budget:

Well conceptualized and within budget.

Overall Score

	Maximum Score	
Phase I	25	19
Phase II	15	-
Phase III	10	-
Budget	15	12
Total Score	75	31

9.10 Masiphakameni Local Development Agency

Name of Organisation	Summary
Masiphakameni Local Development Agency	
Recommendation	Not Recommended
Score:	19.5/75
Phase 1: <i>Scan of LGBTI initiatives and review of LGBTI training and awareness of materials and programmes</i>	This is a community based organization that has no focus on research or desktop /literature reviews.
Recommendation Phase 1	The organisation does not have the capacity to conduct this phase of the assignment.
Phase 2: <i>Development of LGBTI materials and training programmes.</i>	The organisation has conducted training in human and sexual rights utilising the Street Law materials developed by Wits University. There are no GBV or LGBTI materials mentioned. There is no capacity to develop material but rather to train the community based on their needs.
Recommendation Phase 2	The organisation does not demonstrate the ability to design training programmes and materials. They do demonstrate the ability to implement these activities.
Phase 3: <i>Piloting and finalisation of LGBTI materials and programmes</i>	Based on the limited capacity in the previous two phases, there is clearly no piloting of training material experience with this organisation.
Recommendation Phase 3	The organization does not demonstrate the ability to conduct this phase of the assignment.
BUDGET	The budget provided falls within the amount of R350 000

Application Identification Data

Call Number	252
Application Number	5480
Name of Applicant Organization	Masiphakameni Local Development Agency
Name of Assessor	Fikile Vilakazi
Date	23 October 2014
Score	24
Recommendation	Masiphakameni Local Development Agency does not present the kind of expertise and experience that is required by this call. They operate solely as a local development community based organisation that does not demonstrate the capabilities needed to implement this call. I do not think they qualify for consideration under this call.

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/Or I, II and III, II and III)

It appears as if they are applying.

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

The organisation has no record of working in the LGBTI sector. They operate fully as a development agency that seeks to address poverty in the local community. There is a demonstration of experience of work done on human rights focusing on conducting community workshops on children's rights, sexual and reproductive health and rights and awareness campaigns on gender based violence, and rights of refugees and asylum seekers amongst other things

Score: 2/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

There is no visible experience in terms of work on gender, gender based violence but there is an indication that they organize human rights education and awareness programs.

Score: 2/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

The proposal does not make any reference to existing materials and programmes that are currently used for training communities on women and LGBTI people's experiences.

Score: 0/5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

The proposal does not make any reference to existing materials and programmes that are currently used for training communities on women and LGBTI people's experiences.

Score: 0/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desk top research and developing a data base as specified in the TORS.

The proposal does not show any expertise in terms of conducting research. They operate solely at community level addressing needs and vulnerabilities of their target population.

Score: 0/5

Total Score: 4/25

Recommendation on Phase I:

I do not think that Masiphakameni Local Development Agency has the capacity that is required to conduct phase I of this project.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

The proposal demonstrates experience in terms of conducting awareness programs for the community. They function in a rural area and provide assistance to the local community

Score: 3/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

There were no examples of training materials provided and this has made it difficult to assess design, approach, language, content and literacy levels.

Score: 0/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

There were no examples of training materials submitted by the service provider.

Score 0/ 5

Total Score: 3/15

Recommendation on Phase II:

It does not look like the service provider has the capacity required to develop training materials and programs for the target audience as required by phase II of this call.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

- 1. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?**

There is very little information in the proposal that demonstrates the ability of the service provider to conduct pilot training programs. The strength of the organisation seems to be local awareness and advocacy programs that are geared towards addressing local community needs. They have listed the department of social development as one of the key stakeholders but it is not clear whether they have directly conducted awareness program and/or training with the department.

Score: 2/5

- 2. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e.: government, cso, social leaders?**

The proposal indicates various stakeholders that the organisation is engaged with in their work. They have listed about 16 of different stakeholders involving government departments and civil society organisations.

Score: 4/5

Total Score: 6/10

Recommendations:

It does not look like the service provider has the capacity required to develop training materials and programs for the target audience as required by phase II of this call.

Section 5

Budget

- 1. Is the budget within the allocated amount of R350 000.00**

Yes, the budget is perfectly within the required limit of R350 000.00.

Score: 5 /5

2. Do the line items match the activities?

The budget does match the activities they have provided, but such activities are not necessarily in line with the kind of activities required for this call.

Score: 1/5

3. Do the budgeted items meet the allocations for the 3 phases (where relevant?)

Yes, the budget was done according to allocations provided in the call

Score: 5/5

Total Score: 11/15

Recommendations on the Budget:

Overall Score: 20

	Maximum Score	
Phase I	25	4
Phase II	15	3
Phase III	10	6
Budget	15	11
Total Score	65	24

Application Identification Data

Call Number	252
Application Number	5480
Name of Applicant Organisation	Masiphakameni Local Development Agency
Name of Assessor	Ingrid Bruynse
Date	20 October 2014
Signature	
Score	15/75
Recommendation	Not recommended: proposal not relevant to the brief

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/or I, II and III, II and III)

Proposed for all phases I II and III

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

This is a very local organisation: in Humansdorp Eastern Cape specifically in Kwa-Nomzamo. They are very local, very community based. More in social services than human rights. They have limited exposure to the sector and do not mention LGBTI at all.

Score: 2/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

No work in LGBTI as research field. No existing competence or experience with LGBTI or GBV aspects.

Score: 0/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

Does not show knowledge of the scope of LGBTI needs or resources, at all.

Score: 0/5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

No database no research no survey work done or capacity shown. No research work shown, or knowledge of existing research in the field.

Score: 1/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desktop research and developing a database as specified in the TORS.

Capacity is local and limited: one volunteer, one administrator, one caseworker and one co-ordinator.

Score: 2/5

Total Score: 5/25

Recommendation on Phase I

Not recommended. This is a local community service organisation with limited capacity and no research capacity or experience.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

No capacity to design own materials: resources used are written up for street law and paralegal and black sash. No GBV or LGBTI materials mentioned. Training for local social needs, has been limited to five trainings last year in law related social needs and four trainings in human and sexual rights (claimed) but resources used are written up for street law and paralegal and black sash. No GBV or LGBTI materials mentioned.

Score: 0/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

Own training materials are not developed. Have used other orgs' materials:
Training for local social needs, has been limited to five trainings last year in law related social needs and four trainings in human and sexual rights (claimed) but resources used are written up for street law and paralegal and black sash. No GBV or LGBTI materials mentioned.

Score: 1/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

No materials submitted. None claimed. They have not developed any existing training or materials for trainers or attendees.

Score 0/ 5

Total Score: 1/15

Recommendation on Phase II:

Not recommended. They have trained using other organisation's materials. They may be a local research contact to get rural LGBTI individuals to link to other organisations, but are not recommended for this work.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

17. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

Only local and district work done – 9 x trainings in the past two years.

No provincial work, no national work. No capability for the proposed scope of the work

Score: 2/5

18. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e. government, CSO's and social leaders?

No evidence of contacts in the sector provincially or nationally

Score: 0/5

Total Score: 2/10

Recommendation on Phase III:

Not recommended for this phase either. No training or implementation via researched method to implement changed materials, no capacity except locally in their locality.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

Yes, the budget is within R350 000.

Score: 3/5

12. Do the line items match the activities?

In looking at the line items, they are focused around the organisational needs of this local CBO only: travel, meeting and other costs.

Their survey is suggested door to door in kwa-nomzamo only. They refer to disability, which is not part of the brief. Limited and not relevant.

Score: 2 /5

3. Do the budgeted items meet the allocations for the 3 phases, i.e. Phase I is R40 000, Phase II is R195 000 and Phase III is R115 000 (where relevant?)

Demarcation is within the suggested budget: but is for organisational costs and not project costs: no development of material, just stationery; the stakeholder forum includes disability which is not within the scope of this brief.

Two dialogues are budgeted for, two prevention campaigns, which are not explained.

Score: 2/5

Total Score: 7 /15

Recommendations on the Budget:

There is a budget, but it does not cover materials and training development and limited training delivery, sometimes outside of the scope of the content, and too limited in implementation area.

Not recommended.

Overall Score

	Maximum Score	
Phase I	25	5
Phase II	15	1
Phase III	10	2
Budget	15	7
Total Score	75	15

9.11 Maphuta Community Development

Name of Organisation	Summary
Maphuta Community Development	
Recommendation	Not Recommended
Score	16.2/75
Phase 1: <i>Scan of LGBTI initiatives and review of LGBTI training and awareness of materials and programs</i>	This community-based organization is a needs based CBO in a rural area. The focus of the organization appears to be dealing mainly with OVC's and issues of education and food security. There is no evidence or research capacity. Which is mainly needs based. They focus on OVC's and provide food and education support to the community. They operate as a drop-in centre.
Recommendation Phase 1	The organisaiton does not demonstrate the capacity to conduct this Phase of the assignment
Phase 2: <i>Development of LGBTI materials and programmes.</i>	As in the case of Phase 1 there is no indication of any training materials developed or training undertaken. They do not focus on GBV or LGBTI issues.
Recommendation Phase 2	The organisaiton does not demonstrate the capacity to conduct this Phase of the assignment
Phase 3: <i>Piloting and finalisation of LGBTI materials and programmes</i>	There is no training capacity at all. The organisation does not appear to be focusing in this area.
Recommendation Phase 3	The organisaiton does not demonstrate the capacity to conduct this Phase of the assignment
BUDGET	Budgeted items relate to their own community based needs of the organisation.

Application Identification Data

Call Number	252
Application Number	5481
Name of Applicant Organization	Maphutha Community Development Drop – In – Centre
Name of Assessor	Fikile Vilakazi
Date	23 October 2014
Score	20
Recommendation	Maphutha Community Development Drop – In - Centre does not present the kind of expertise and experience that is required by this call. They operate solely as a local development community based organisation that does not demonstrate the capabilities needed to implement this call. I do not think they qualify for consideration under this call.

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/Or I, II and III, II and III)

It is not clear what phase the organization is applying for.

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

The organisation has no record of working in the LGBTI sector. They operate fully as a development drop in center that seeks to address poverty in the local community particularly for children infected and affected by HIV and AIDS. There is a demonstration of experience of work done on human rights focusing on conducting community workshops on children's rights, sexual and reproductive health and rights and awareness campaigns on gender based violence, and rights of refugees and asylum seekers.

Score: 2/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

There is no visible experience in terms of work on gender, gender based violence but there is an indication that they organize human rights education.

Score: 2/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

The proposal does not make any reference to existing materials and programmes that are currently used for training communities on women and LGBTI people's experiences.

Score: 0/5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

The proposal does not make any reference to existing materials and programmes that are currently used for training communities on women and LGBTI people's experiences.

Score: 0/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desk top research and developing a data base as specified in the TORS.

The proposal does not show any expertise in terms of conducting research. They operate solely at community level addressing needs and vulnerabilities of their target population.

Score: 0/5

Total Score: 4/25

Recommendation on Phase I:

I do not think that Maphutha has the capacity that is required to conduct phase I of this project.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

The proposal demonstrates experience in terms of conducting training programs. Most of these programs are conducted for orphaned and vulnerable children within the community. The actual experience in terms of design and development of such programs does not come out clear in the proposal. There is no indication of training conducted with government and civil society organisations.

Score: 3/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

There were no examples of training materials provided and this has made it difficult to assess design, approach, language, content and literacy levels.

Score: 0/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

There were no examples of training materials submitted by the service provider.

Score 0/ 5

Total Score: 3/15

Recommendation on Phase II:

It does not look like the service provider has the capacity required to develop training materials and programs for the target audience as required by phase II of this call.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

1. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

There is very little information in the proposal that demonstrates the ability of the service provider to conduct pilot training programs, even though it is clear that they can conduct training programs for children. There is no evidence that points to the fact that they can also train government and other civil society organisations.

Score: 2/5

2. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e.: government, cso, social leaders?

The proposal does not demonstrate any existing relationship or record of having worked with the target group of this call.

Score: 0/5

Total Score: 2/10

Recommendations:

It does not look like the service provider has the capacity required to develop training materials and programs for the target audience as required by phase II of this call.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

Yes, the budget is perfectly within the required limit of R350 000.00.

Score: 5 /5

2. Do the line items match the activities?

The budget does match the activities they have provided, but such activities are not necessarily in line with the kind of activities required for this call.

Score: 1/5

3. Do the budgeted items meet the allocations for the 3 phases (where relevant?)

Yes, the budget was done according to allocations provided in the call

Score: 5/5

Total Score: 11/15

AJPCR/RA2 ICE/SO1

5

Recommendations on the Budget:

Overall Score: 20

	Maximum Score	
Phase I	25	4
Phase II	15	3
Phase III	10	2
Budget	15	11
Total Score	65	20

Application Identification Data

Call Number	252
Application Number	5481
Name of Applicant Organisation	Maphuta Community Development Drop-In Centre Ga-Wally Modjadji
Name of Assessor	Ingrid Bruynse
Date	20 October 2014
Signature	
Score	13/75
Recommendation	Not recommended: no capability for national or LGBTI work or research. Not relevant to this brief.

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/or I, II and III, II and III)

They propose for all three phases.

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

This CBO focuses on orphans and vulnerable children in Ga-Wally in Modjadji: Limpopo. Focus is on food and educational support. Their proposal to FHR is a standard form with no changes made for the needs of this brief. They do not claim to do more than offer localised support through the drop in centre. This is not broadly human rights.

Score: 2/5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

This proposal neither refers to GBV, LGBTI nor shows any knowledge about it or capacity to take any of the issues forward.

Score: 1/5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

No research knowledge, no capacity for a survey, a database or anything of this nature.

Score: 0/5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

This CBO focuses on another sector than LGBTI or GBV – their focus is orphans and vulnerable children in Ga-Wally in Modjadji: Limpopo. Focus is on food and educational support. Their proposal to FHR is a standard form with no changes made for the needs of this brief. They do not claim to do more than offer localised support through the drop in centre.

Score: 1/5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desktop research and developing a database as specified in the TORS.

No capacity for research, no capacity for database development. No mention of LGBTI orgs or so on, and no evidence of knowledge of this sector.

No research evidence or capability shown in this proposal. They are a local drop-in centre using the constitution as their only resource. 4 staff members and no research capacity.

Score: 0/5

Total Score: 4/25

Recommendation on Phase I

Not recommended at all due to no mention of research or LGBTI initiatives.

No capacity for research, no capacity for database development. No mention of LGBTI orgs or so on, and no evidence of knowledge of this sector.

No research evidence or capability shown in this proposal. They are a local drop-in centre using the constitution as their only resource. 4 staff members and no research capacity.

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

The drop in centre does not focus on materials development, training materials development. They currently use the constitution as their sole resource.

Despite this they claim to have trained 172 orphans. This would assume a training plan or material but none is provided.

What they have trained them in is unclear. It is more likely they have provided food and shelter to these OVCs.

Score: 1/5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

They have printed human rights messages on t-shirts. What they have developed beyond this is unclear. It is more likely they have provided food and shelter to these OVCs which is laudable, but not within this brief.

Score: 2/5

3. Please comment on the materials submitted by the Service Provider in terms of the above:

No materials have been submitted: they do not claim to have created any materials. There is no capability demonstrated to create materials.

Score 0/ 5

Total Score: 3/15

Recommendation on Phase II:

Not recommended: no capability in the development of train the trainer or workshop materials, no assessment in place, no pilot or adapting of materials. They print t-shirts as their sole method of messaging. No samples of these messages is available for assessment This is not their core focus.

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

19. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

No materials developed for training, no capability for pilot studies. They have not developed any content.

Score: 0/5

20. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e. government, CSO's and social leaders?

No contacts beyond their small local community.

Score: 1/5

Total Score: 1/10

Recommendation on Phase III:

Not recommended.

This is not a training or development of materials organisation.

They have no contacts beyond their small community. There is no evidenced understanding of LGBTI issues or contacts, no materials development evidence or capacity beyond t-shirts and visibility messaging.

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

Yes, the budget is R350 but is limited to activities that do not speak to the needs expressed in the brief

Score: 3/5

13. Do the line items match the activities?

The activities go beyond the scope of the brief – into disability and children, and do not speak to LGBTI needs at all.

Score: 1/5

3. Do the budgeted items meet the allocations for the 3 phases, i.e. Phase I is R40 000, Phase II is R195 000 and Phase III is R115 000 (where relevant?)

Yes, but limited to organisational needs and t-shirt development. Nothing national, nothing beyond OVCs.

Score: 1/5

Total Score: 5/20

Recommendations on the Budget:

Does not have a plan based on the brief, but on what their organisation does.

Overall Score

	Maximum Score	
Phase I	25	4
Phase II	15	3
Phase III	10	1
Budget	15	5
Total Score	75	13

Appendix A: Terms of Reference

CALL FOR PROPOSALS: AN ENVIRONMENTAL SCAN OF LGBTI INITIATIVES AND SCOPING OF EXISTING MATERIALS ON SOCIAL CONTEXTS AND LGBTI RIGHTS

The Foundation for Human Rights (FHR) is a grant-making institution supporting civil society organisations, in South Africa and the region, that implement programmes promoting and protecting human rights. The Foundation's mission is to address the historical legacy of apartheid, to promote and advance transformation in our country and to build a human rights culture using the Constitution as a tool.

The Foundation for Human Rights (FHR) in partnership with the Department of Justice and Constitutional Development (DoJ&CD), has initiated a human rights programme titled: "Access to Justice and Promotion of Constitutional Rights (Strengthening Civil Society)" (AJPCR), in pursuance of the Government's objectives to build a vibrant constitutional democracy in which civil society plays an active role. The DoJ &CD has committed itself, through the AJPCR Programme, to partnering with civil society in the promotion, protection and realisation of rights in accordance with the Constitution.

Terms of Reference:

Comprehensive scan of lesbian, gay, bisexual, transgender and intersex (LGBTI) initiatives, networks and activities and development of training materials in the country in three phases.

Include:

- Scan of LGBTI initiatives and review of existing training and awareness-raising materials and programmes on LGBTI rights; development of appropriate training materials and programmes; and
- Piloting and finalisation of training materials and programmes.

The overall aim of the AJPCR programme is to contribute to the promotion, protection and realisation of rights established in the Constitution through three key objectives:

- Improving access to justice;
- Raising awareness of constitutional rights and
- Strengthening democracy through partnerships with civil society.

One of the key aims of the AJPCR programme is to contribute to the promotion and fulfillment of the rights established under the Constitution to build a society in which all South Africans are empowered to live their lives in dignity.

Background to LGBTI Programme

The Bill of Rights, enshrined in the Constitution of the Republic of South Africa 1996, includes a guarantee of equality and a prohibition of discrimination on several grounds, including gender, sex and sexual orientation. In 2006, South Africa became the fifth country in the world, the second outside of Europe and the first on the African continent to grant official recognition to same-sex marriages through the Civil Union Act 17 of 2006. In terms of the Alteration of Sex Description and Sex Status Act 49 of 2003, transgender and intersex individuals can, under certain circumstances, have their sex description altered on official documents.

South African lesbian, gay, bisexual and transgender people have achieved substantive equality in terms of the law. Domestically, our Constitution has guided legal reform to prevent discrimination and promote equality. Internationally South Africa has set important precedents in expressly prohibiting all forms of discrimination, including on the grounds of sexual orientation. On the African continent, we have made a trend-setting mark in the recognition of the human rights of lesbian, gay, bisexual, transgender and intersex (LGBTI) people by asserting the right to equal protection and benefit of the law. Unfortunately, legal rights do not always translate into attitudinal change and full acceptance.

According to a survey conducted by the Human Sciences Research Council in 2007, more than 80% of the South African population considered homosexuality as ‘always wrong’. These homophobic views and beliefs are largely connected to issues of gender stereotyping. In many communities, LGBTI persons are subject to hate speech and violent behavior that sometimes cost them their lives.

At present, an increasing number of lesbians, in particular, are becoming victims of homophobic rape (wrongly referred to as ‘corrective rape’) and murder. Recently, the country has seen another form of hate crime emerging against gay men. The media has reported an increasing number of ‘gay killings’, particularly in the provinces of Gauteng and, recently, Northern Cape.

While harassment and violence affect all communities, research shows that the working class and poor black LGBTI people living in townships and rural areas are subjected to more violent homophobic and transphobic crimes. The fact that they are much less likely to have the means and resources to access protection, justice and redress through either criminal or civil law remedies increases their vulnerabilities. This violence reinforces existing social inequalities, based on gender, sexuality, race and class, and consequently widens the gap between rights ‘as enshrined in the constitution’ and rights ‘as they are lived’.

In order to address this issue and to ensure equal protection of the law to LGBTI persons, the Minister of Justice and Constitutional Development mandated the establishment of a National Task Team (NTT) to develop a National Intervention Strategy that will address homophobic rape. In September 2011, the NTT was officially established by the Deputy Minister of Justice and Constitutional Development.

This NTT has committed to a national intervention plan to address some of the issues that give rise to violence and discrimination against LGBTI people. These Terms of Reference are intended to address the research and training activities stipulated in the strategy.

Objectives of the Project

is divided into three phases, to be undertaken consecutively.

- Phase I: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Materials and Programmes;
- Phase II: Development of LGBTI Training Materials and Programmes; and
- Phase III: Piloting and Finalisation of LGBTI Training Materials and Programmes.

N.B. The findings in Phase 1 are critical in determining the duration, scope and relevance of Phase II. The possible scope of the work in Phase II is outlined below.

Decisions about the scope of Phase II and other matters related to this project will be made by a reference group comprising members of the National task Team as well as other appointees representing the geographical, linguistic, class, racial and other diversity within the LGBTI community in South Africa.

Note: In all phases, the term ‘state service providers’ refers to the JCPS cluster (South African Police Services, Department of Justice, Department of Social Development, Department of Health and Department of Correctional Services), Department of Education, and the judiciary); the term ‘civil society organisations’ refers to children’s rights, women’s rights, migrant and refugee rights, HIV and AIDS, and LGBTI rights organisations; and the term ‘influential social leaders’ refers to media, traditional leaders, and religious leaders, unless otherwise specified.

Phase I: Objectives of the scan of LGBTI initiatives and review of training and awareness-raising materials and programmes:

- Conduct a comprehensive scan of LGBTI-related campaigns, interventions, activities, networks and other initiatives by state, civil society and private enterprise at the national and provincial levels, and identify potential overlaps and partnerships to which the NTT can align its activities;

Review training and awareness-raising materials and programmes on LGBTI rights, and list all relevant training received by state service providers on LGBTI issues at the national and provincial levels since 2011.

Scope of the Work and Outputs: 1 August - 5 September 2014 (5 weeks)

- Identify national and provincial initiatives relevant to the work of the NTT and the protection of LGBTI rights in general. These may include current initiatives as well as those conducted since 2011. The initiatives may be implemented by government, NGO/CSO, institutional (schools, churches, hospitals), or private sector initiatives, or they may be collaborative;
- Develop a database of initiatives, providing details of projects undertaken / accomplished, stakeholders involved and results achieved;
- Identify LGBTI networks and coordinating activities at national and provincial levels. Develop a database of networks and activities;
- Identify current social context and LGBTI rights training and awareness-raising materials at provincial, national, regional and national levels.;
- Provide a literature review of the training materials, including a description of their application and, in the case of materials from other countries, their relevance and degree of suitability for training state service providers in South Africa. The literature review must assess the training materials and programmes separately for sensitisation and competence / skills-building components and also review and assess different training methodologies;
- List any state service providers or staff that have been trained on LGBTI issues. Also list and briefly describe the training materials used, the entity that produced the training materials and conducted the training, the specific issues and topics, relating to both sensitisation and competence / skills-building, addressed in and through the training;
- Identify current social context and LGBTI rights awareness-raising materials and programmes produced by government departments and civil society organisations at provincial and national levels;
- Provide a description and literature review of the awareness-raising materials and programmes. Supply details of content, name of producer of materials, date and method of production, distribution and use. Attach examples of material if possible;
- Provide a 25-page (or longer) report on the scan and the review, including an outline and recommendations for the development of training materials (Phase II), if relevant;
- Present the findings of Phase I to the reference group and incorporate its feedback into the report.

Note: The tasks undertaken in Phase I are intended to lead into the development of training materials and a set of training programmes. These include separate modules for different state service providers as well as participants' and facilitator's guides.

These will possibly derive from existing materials or may require the development of new materials, or a combination of the two. It is anticipated that the trainings developed will extend over two days, including sensitization and competence/skills-building components.

The conditions of these Terms of Reference pertaining to Phase II may be revisited upon the completion of Phase I and based on the findings in Phase I of the suitability of material reviewed. The necessary logistical, time, and reimbursement amendments will be attached to the Terms of Reference in consultation with the service provider.

Meetings to discuss Phase II will take place halfway through the completion of Phase I.

Phase II: Objectives of the development of training materials and programmes:

- Develop suitable training materials for state service providers, civil society organisations, and influential social leaders, while avoiding duplication;
- Where appropriate, develop additional materials on specific topics for inclusion in existing LGBTI training materials and programmes, instead of developing new sets of materials;
- Develop a training programme/design, including participants' and facilitators' guides. The training programme/design should specify the training approach, for example, whether the trainings will be integrated across sectors and stakeholders, whether they will take place in phases, and related questions.

Scope of the Work and Outputs: 1 October - 23 December 2014 (12 weeks)

- Develop suitable sets of training materials and programmes (with separate sensitisation and competence / skills-building components), including participants' and facilitators' guides, with separate modules for addressing specific competence/skillsbuilding needs of specific state service providers, civil society organisations, and influential social leaders (particularly media);
- Ensure that the training materials and programmes, particularly those developed for civil society organisations, are suitable for popular education purposes and employ appropriate language and formats to cater to a broad audience, including people with disabilities and people with low levels of literacy;
- Where appropriate, develop material on specific topics for inclusion in existing training materials instead of duplicating existing work by developing entire modules that already exist;
- Ensure that the training materials and programmes are employable at national, provincial, and district levels;

- Present the training materials and programmes and all associated materials developed to the reference group for approval;
- Incorporate feedback and develop final training materials and programme / design for a pilot training programme.

Phase III: The objectives of the piloting and finalisation of training materials and programmes:

- Conduct pilot trainings in different provinces, including with trainers;
- Use the feedback from the trainings to finalise the training materials and training programmes and approach, including participants' and facilitators' guides.

Scope of the Work and Outputs: 15 January - 31 March 2015 (11 weeks)

- Conduct pilot training with one group (of 20 participants) containing a mix of target audiences in each of three (3) provinces. Conduct one pilot training session with one group of 20 trainers drawn from all the provinces. There will be four pilot training sessions in total;
- Incorporate learning from the pilot programmes into the training materials and programmes, and finalise the training materials, programme / design, participants' and facilitators' guides and ongoing mentorship programme for trainers;
- Provide a 60-page report on the pilot trainings, with demographic details, scope of the training, training materials and methodologies used, participants' and facilitators' guides used, lessons learnt and plans for refinement;
- Present the final training and all associated materials to the reference group and incorporate feedback before final submission.

Timetable for Implementation

The proposed timetable may be changed with the agreement of all parties concerned.

Phase I

Research and report writing (including database and literature review) will be carried out in 5 weeks (1 August - 5 September 2014) Indicative timetable:

- Week 0 (28-31 July): Agreement with FHR on the scope of the work, time table, deliverables, and format of the report
- Week 1: Desktop research (1-8 Aug.)
- Week 2: Desktop research (8-15 Aug.)

- Week 3: Desktop research (15-22 Aug.) and submit 1st draft report to FHR and the reference group; input into planning for Phase II
- Week 4: Desktop research (22-29 Aug.) and submit 2nd draft report to FHR and the reference group.
- Week 5: Desktop research (29 Aug.-5 Sep.) and submit final report to FHR and the reference group. Make a presentation to the reference group.

Phase II

Development of training materials will take place in a period of 12 weeks (1 October – 23 December 2014).

Indicative timetable:

- Week 0 Agreement with FHR on the scope of the work, time table, and deliverables (23-30 Sep.)
- Weeks 1-9: Development of training materials (1 Oct. – 3 Dec.)
- Week 4: 1st check-in with FHR and reference group (21- 28 Oct.)
- Week 6: 2nd check-in with FHR and reference group (4-11 Nov.)
- Week 8: 1st draft of training materials (18-25 Nov.)
- Week 9 1st draft of training programmes, and participants' and facilitator's guides; meeting with FHR and reference group (25 Nov.-2 Dec.)
- Week 10: 2nd draft of training materials and programmes, and participants' and facilitator's guides, incorporating feedback from FHR and reference group; meeting with FHR and reference group (2-9 Dec.)
- Week 11: Final draft training materials, training programmes, and facilitator's and participants' guides, and presentation to FHR and reference group (9-16 Dec.)
- Week 12: Final delivery in appropriate format and with all final changes and relevant suggestions from FHR and the reference group incorporated (16-23 Dec.)

Phase III

Piloting and finalisation of training materials will take place in a period of 11 weeks (15 January - 31 March 2015).

Indicative timetable:

- Week 0: Agreement with FHR on the scope of the work, time table, and deliverables (8-14 Jan.)
- Weeks 1: Setting up trainings (15-21 Jan.)
- Weeks 2-3: Setting up trainings and piloting of training materials (22 Jan.-4 Feb.)
- Weeks 4-5: Piloting of training materials (5-18 Feb.) and 1st check-in with FHR and reference group; incorporating feedback into the training materials
- Week 6: Piloting of training materials (19-25 Feb.)
- Week 7: 2nd check-in with FHR and reference group; incorporating feedback into the training materials (26 Feb.-4 Mar.)
- Week 8-9: Piloting of training materials (5-18 Mar.)
- Week 10: Incorporating feedback and lessons from pilot training into training and all associated materials (19-25 Mar.)
- Week 11: Submission of final draft of training materials and all associated materials to FHR and the reference group (26-31 Mar.)

Competencies required from the Service Provider

Service providers may apply for all three phases of the work or for only one phase. The three phases will take place in consecutive order. In addition to skills and capabilities relevant to conducting a scoping exercise, reviewing training materials, and developing training materials and training programmes (for Phases II and III only), the service provider should have specialist expertise in the following areas:

- Human Rights context in South Africa;
- Broad range of LGBTI experiences, specifically rights violations, in South Africa;
- Gender Based violence;
- Knowledge of gaps in state and civil society service delivery to women and LGBTI populations;
- Knowledge of and experience in developing training material on LGBTI and broader human rights (for Phase II only);
- Knowledge of and experience in conducting LGBTI sensitivity and competence/skills-building training for state and nonstate service providers (for Phase III only)
- Experience in desktop research, literature review and other relevant research methods;
- Track record of timely delivery of appropriate materials / outcomes.

Format of the Proposal

All proposals must be submitted in accordance with the instructions contained in this document and must include all information and materials requested. Please number the sections of your response to match the numbering given in the Guidelines for Submission (Section 3).

All documents submitted in response to this call shall be written in English. Please provide 1 original, 1 copy and (if possible) 1 electronic copy on a CD. Only one copy of supporting material is required. Where discrepancies between copies occur, the hard-copy original will be assumed to be correct.

Any failure to disclose material information, a factual inaccuracy, a conflict of interest, and/or a misrepresentation of any fact may result in the disqualification of your submission, or the cancellation of any subsequent contract.

Guidelines for Proposals

The specific details that should be included in your submission are specified below:

- Details of Applicant, Please provide the following:
- Name(s) of the organisation(s) or individual(s)

The contact details of the organization(s)/individual(s) – (address, name of contact person, telephone number, fax number and email). In the case of a joint application by more than one organisation or more than one individual, please provide details of all organisations and individuals.

- **History of Organisation(s) / previous relevant experience of individual(s)**

Provide a brief history of the organisation(s) or, in the case of individual applicants, of your work experience. Indicate any organisational affiliations. Also indicate your or your organisations' existing partnership arrangements with other organisations and service providers.

- **Services Delivered**

Provide a list or narrative of the research, popular education, training development and training activities in which you or the organisation(s) have been engaged. In particular please provide details with respect to:

- The number and types of training materials that you or the organisation(s) have produced.
- The number and types of training that you or the organisation(s) have conducted.

- Experience with conducting desktop research and review of training materials and programmes.
- The particular target groups that have been the focus of your or the organisations' work. Please identify these groups in terms of both demographic (population group, income level, gender, language, etc.) and geographic (urban/rural, province, etc.) characteristics.

Proposed Implementation Plan

Please submit an implementation plan for the phase(s) you or the organisation(s) have applied for. You may propose reasonable changes to the timeline, outcomes, and/or budget.

Examples of Previous Training Materials Developed

Attach one or more examples of training materials that you or the organisation(s) have developed in the past, with a brief description of the objectives sought to be achieved through the training. Also indicate your familiarity with the National Qualifications Framework developed by the South African Qualifications Authority and your ability to develop materials that may be certified by SAQA.

Human Resources

Provide the names and brief curriculum vitae for each of the key personnel involved in the delivery of the programmes.

References

Please provide the contact details of three clients for which you or your organization(s) have completed work in the past three years. Also indicate the nature of the work involved with each client and the approximate value of the contract.

Budget available

The total budget available for all three phases is R350 000 (all inclusive). The final amount will be determined in consultation with the service provider, depending upon experience and number of days worked.

- Phase I (5 weeks): The budget available for Phase I is R40 000 (all inclusive);
- Phase II (12 weeks): The budget available for Phase II is R195 000 (all inclusive);
- Phase III (11 weeks): The budget available for Phase III, excluding costs related to venue, materials, and participant logistics, is R115 000 (all inclusive).

Notes to Respondents

- The Foundation has produced this document in good faith. However, the Foundation, its agents and its employees do not warrant its accuracy or completeness. The Foundation will not be liable for any claim whatsoever and howsoever arising (including, without limitation, any claim in contract, delict or otherwise) for any incorrect or misleading information contained in this document due to any misinterpretation of this document.

- The Foundation reserves the right to modify these requirements. Any changes or modifications to this document shall be made available in an electronic format by the Foundation. Applicants will be informed of any changes or modifications and shall be responsible for the further collection of documents if necessary. The Foundation at its sole discretion, reserves the right to:

Request additional information from all or any applicant

Enter into further negotiations with all or any applicant

Extend the process, including calling for new submissions.

The copyright for all materials produced in the course of this project will rest with FHR.

The Foundation furthermore reserves the right not to make any award following this call, and/or to withdraw the call at any stage prior to finalising a contract.

Procedure for Queries:

All queries must be communicated in writing, via e-mail to grantsunit@fhr.org.za or by fax to 011 339 5566 (marked for the attention of the Grants Manager).

Deadline for Submission

Tenders shall be submitted at the address mentioned below no later than 10h00 on 15 July 2014. Submissions must be delivered to:

Foundation for Human Rights

8th Floor, 209 Smit Street (c/r Rissik St)

Braamfontein, 2017

Applications can also be submitted by email to lseafield@fhr.org.za.

Appendix B: Guidelines for Scoring Proposals

The evaluation is based on the criteria and instruction set out in the Overview & Funding Guidelines to and the specific guidelines of the calls for Proposals as stated above.

To ensure consistency the assessors must follow the instructions outlined in these scoring guidelines.

In cases of doubt on the interpretation of the instructions in the scoring guidelines, the Assessors will be able to get clarification from the Lead Assessor responsible for the Call or from the Grant Management Unit.

Where more than one Assessor is involved in the evaluation the following rules guides their interaction:

- The Assessors are free to discuss among themselves the interpretation of the guidelines, the questions and the scoring criteria, and to seek clarification on the various issues pertaining to the assessment process.
- The Assessors are also free to seek clarification on the above aspects from the Lead Assessor or from members of the Grant Management Unit.
- To ensure that the assessment is completed independently the Assessors are not allowed to discuss or align their individual scoring of the proposals.

Application Identification Data

Call Number	
Application Number	
Name of Applicant Organization	
Name of Assessor	
Date	
Signature	
Score	
Recommendation	

Assessors are encouraged to provide comments to, and justifications for, the scoring of each question.

Each question in the assessment is scored using the following system:

- 1 – Very Poor
- 2 – Poor
- 3 – Adequate
- 4 – Good
- 5 – Very Good

Please score the applicant by completing the Questions and Scoring table below.

Section 1

Which Phase/s has the Service Provider put a proposal in for: (Please Specify I, and/Or I, II and III, II and III)

Section 2

Phase 1: Scan of LGBTI Initiatives and Review of LGBTI Training and Awareness Material

Background and Relevant Experience

1. Does the Service Provider demonstrate experience and knowledge of the Human Rights and does it have a track record of work in the Sector?

Score: /5

2. Does the Service Provider have knowledge and expertise of a range of LGBTI experiences, specifically rights violations/Gender /Gender Based Violence? Does the proposal present evidence of their knowledge of the substantive issues that shape the sector?

Score: /5

3. What evidence does the service provider demonstrate of a working knowledge of what exists in and for the sector in terms of training programmes and materials and service delivery to women and LGBTI populations?

Score: /5

4. Please describe their engagement with the sector and the activities they have conducted- i.e. provincial, national and regional experience of similar or related assignments.

Score: /5

5. What capacity (expertise and human resources) does the service provider have to undertake this phase of the project? Please comment on the capability to conduct desk top research and developing a data base as specified in the TORS.

Score: /5

Total Score: /25

Recommendation on Phase I:

Section 3

Phase II: Development of LGBTI Training Materials and Programmes

1. Summarize and evaluate the capacity of the service provider to design and develop training programmes for various groups – i.e., state, civil society, social leaders.

(Please comment on the sensitization and competence/skills building aspects)

Score: /5

2. Summarize and evaluate the capacity of the service provider to design and develop training materials, i.e. the design, approach, language, content, literacy levels

3. Please comment on the materials submitted by the Service Provider in terms of the above:

Score / 5

Total Score: /15

Recommendation on Phase II:

Section 4

Phase III: Piloting and Finalisation of Training Programme and Materials

1. Does the service provider, provide evidence of its capacity to conduct pilot programmes and materials with the targeted audiences?

Score: 5

2. Does the service provider have networks and contacts with the sector in the various targeted audiences, i.e.: government, cso, social leaders?

Total Score: /10

Recommendations:

Section 5

Budget

1. Is the budget within the allocated amount of R350 000.00

Score: /5

2. Do the line items match the activities?

Score: /5

3. Do the budgeted items meet the allocations for the 3 phases (where relevant?)

Score: /5

Total Score: /20

Recommendations on the Budget:

Overall Score

	Maximum Score	
Phase I		
Phase II		
Phase III		
Budget		
Total Score		

Signatures

Completed by:

Date: _____

Checked by: _____ Date: _____

Appendix C: Minutes of the Panel Discussion

SCAN OF LGBTI INITIATIVES AND REVIEW OF LGBTI TRAINING AND AWARENESS MATERIALS AND PROGRAMMES

FHR Grants Unit: Assessment and Recommendations Panel

MINUTES

Date	Friday 24 October 2014
Time	09h30 – 11h30
Venue	Boardroom, Foundation of Human Rights
Opening	Gloria opened the meeting at 09h40 and welcomed all present.
Present	Gloria Britain (Chair), Busisiwe Dhlamini, Ooshara Sewpaul, Mpumi Nkabinde, Zandile Dladla, Lucrecia Seafeld, Virginia Magwaza, Rea Simigiannis (lead), Fikile Vilakazi, Ingrid Bruynse

ITEM	ACTION POINT	DISCUSSIONS / PROPOSALS / RESOLUTIONS	PERSON
1.	Welcome	1.1. The assessment process for this call started a week ago with the assessors. The purpose of the meeting is to hear the report of the two appointed assessors Fikile Vilakazi (FV) and Ingrid Bruynse (IB); receive input from the DoJ members present.	Gloria
2.	Introductions		
		2.1. All member present introduced themselves and their roles in the panel process.	All
3.	Background to the Call for Proposals		
		3.1. It was declared that this is the first meeting at which the DoJ and FHR will be listening to and engaging with the reports of the assessors and lead assessor. 3.2. Rea, as lead assessor, will be taking the meeting through the “Summary of Applications for the	Gloria

		LGBTI call number 252” document. FV and IB will give inputs as per their recommendations.	
--	--	---	--

4.	Panel Discussion Outline		
		<p>4.1. There are eleven applications that have been assessed. For each one there will be recommendations from the assessors, inputs from the panel and discussions will follow.</p> <p>4.2. Rea summarized that two out of the eleven applications came closest to meeting the call requirements.</p>	Gloria
5.	Presentation of Proposals by Lead Assessor and Assessors		
	<p><u>Proposals Not Recommended:</u></p> <p>5.1. Masiphakameni Local Development Agency 5.1.1. This application received the lowest score because the organisation has no experience in working with LGBTIs</p> <p>5.2. Maphutha Community Development 5.2.1. This application received the lowest score because the organisation has no experience in working with LGBTIs.</p> <p>5.3. Themba Interactive 5.3.1. The application had strong implementation strategies of participative drama, however, they do not have significant experience in working with LGBTIs and there are no evident methodologies in their proposal.</p> <p>5.4. Viyon Hamond 5.4.1. This proposal came from an individual with extensive research skills but not on the subject of gender based violence. The proposal lacks ideological frameworks which are deemed important for this call.</p> <p>5.5. CHAPS 5.5.1. This organisation has done good ethnographic studies for health services with regard to LGBTIs but their work is not holistic in view of the call. The organisation has done research hand collaborative work, however, they have no experience in creating manuals nor does the proposal convey an ideological framework by which they work.</p> <p>5.6. Okuhlekodwa</p>		

	<p>5.6.1. This organisation uses stories to reach communities and discuss myths around LGBTIs but their proposal fails to elaborate on how they destigmatize certain gender orientations in society. Although Okuhlekodwa has relevant networks in the LGBTI sectors most of their links are provincial rather than national. The Concern about their methodology is that it is largely academic and this would be a challenge in dealing with some of the call's target groups such as the traditional leaders – messages might be lost in translation.</p> <p>5.7. Mothertongue</p> <p>5.7.1. This organisation has experience in creatively working with youth on issues of violence against the LGBTI community, in their proposal there is no evidence of skills in desktop research. However, it could be recommended for this organisation to be coupled with a more academic organisation while they focus on delivering on implementation creatively and effectively – this would have an impact of changing attitudes.</p> <p>5.8. Creatividad 2013</p> <p>5.8.1. The proposal shows the organisation's experience in conducting national and regional projects but it does not show any evidence of skills in desktop research or collaborative work with government. Most of the work they do is focused on women and not particularly LGBTIs. Although the proposal shows realistic approaches to facilitating large groups in the implementation phases ... the organisation would need support in the creating of materials because their experience of working with LGBTIs is minimum.</p> <p>5.9. Scribe 2012</p> <p>5.9.1. This organisation is capable of conducting research and they have a plan on how they would create a relevant database but they do not have an ideological aspect on human rights neither have they worked with LGBTIs closely before. They have not applied for the other two phases of the project, they are recommendable for research as this is their area of expertise.</p> <p><u>Recommended Proposals:</u></p> <p>5.10. Tshwaranang 1996</p> <p>5.10.1. Assessor FV gave this organisation a lower score compared to assessor IB.</p> <p>5.10.1.1. FV acknowledged the following as good points about the proposal: the organisation has worked with the relevant target groups stated in the call, they have networks in government, they have worked in both rural and urban spaces. FV had the following concerns about this proposal:</p>	
--	--	--

	<p>it does not show how Tshwaranang 1996 assists “survivors of violence” of the LGBTI community even though it is faintly mentioned in their proposal. It has not been outlined in the proposal how the organisation would produce materials relevant to this call, the dissatisfaction about this proposal is that is very unclear. FV had a concern that most of the work that was submitted was done by a director who had long left the organisation, thus, can the current team deliver a similar quality of work.</p> <p>5.10.1.2. IB gave points to this proposal based on the fact that the organisation has worked</p> <p>5.11. SAfAID</p>	
6.	Discussions	

	<p>6.1. Ooshara expressed concerns about organisations that may have the capacity to design manuals but lack the expertise of making manuals for different markets this project is targeting</p> <p>6.1.1. Gloria responded that in the assessment process so far there have been no one proposal that is strong in delivering on all the phases of the project, thus, they may be a need to negotiate with the selected organisation/s to be supported in parts where they are not expertise in. This would be taking into cognisance that there are some prerequisites that are uncompromisable by the panel.</p> <p>6.2. Ooshara reiterated that the core of the call is to change the attitudes and behaviors of service providers, especially in the criminal justice system, towards LGBTIs to comply with the human rights framework. Considering this, the manuals to be created in this project are to be practical e.g. police must be able to detect bias motivated crimes and they must be equipped with skills to deal with attitudes</p> <p>6.2.1. The panel agreed that this will be taken as priority going forward as it will influence the impact of the project as a whole. Politics is important in this project, the panel must make a follow up question to the recommended organisation – to check if their framework will be on human rights</p> <p>6.2.2. Virginia expressed that the project has the potential to show interrelatedness between how communities reconcile the constitution/law with their religions. Perhaps the service provider to be selected should be requested to be flexible to include content in their manuals that the DoJ deems important.</p> <p>6.3. It was established by the panel, with the guidance of the DoJ, SAfAIDS cannot partner with or appoint any local CSOs that are already in the national task team or working group of LGBTI matters because this would be an overlap of objectives.</p>		<p>Gloria and Virginia</p> <p>Gloria and Rea</p>
7.	Recommendations		
		<p>7.1. SAfAID has been provisionally selected by the panel as the most suitable service provider, out of the eleven proposals, to deliver on all the three phases of this project. This is on condition that they clarify the issues questioned by the DoJ above.</p>	Rea
8.	Next Step		
		<p>8.1. Virginia, as a neutral person in the assessment process, was tasked with contacting SAfAID to seek clarity on the following</p>	Virginia

		<p>8.1.1. Will they appoint or work with any of the local LGBTI CSOs?</p> <p>8.1.2. Will the approach of their work be behavioral only or can it be tailored for a human rights framework?</p> <p>8.2. By the first week on November the next phase in choosing the best service provider for this project will begin</p>	
9.	Thanks and Closure	Gloria thanked all in attendance of the meeting and informed the panel that she will be updating them on the progress of this process.	Gloria

Appendix D: Minutes of the Meeting Held with SAfAIDS

SCAN OF LGBTI INITIATIVES AND REVIEW OF LGBTI TRAINING AND AWARENESS MATERIALS AND PROGRAMMES

FHR Grants Unit: Assessment and Recommendations Panel

Meeting with SAfAIDS

MINUTES

Date	Friday 31 October 2014
Time	14h30 – 15h30
.	Boardroom, Foundation of Human Rights
Opening	Gloria opened the meeting at 14h40 and welcomed all present.
Present	Gloria Britain (Chair, Grants Unit), Zandile Dladla(Minutes, Grants Unit), Lucrecia Seafeld(FHR Programmes Manager), Virginia Magwaza(LGBTI Co-ordinator), Ingrid Bruynse(assessor), Maserame Mojapele and Jackie Nakazibwe SAfAIDS
Apologies	Ooshara Sewpaul and Busisiwe Dhlamini DOJ

ITEM	ACTION POINT	DISCUSSIONS / PROPOSALS / RESOLUTIONS	PERSON
1.	Welcome	1.1. Everyone was welcomed to the meeting. 1.2. Apologies were tabled on behalf of the DOJ	Gloria
2.	Introductions		
		2.1 All members present introduced themselves and their roles in the assessment process 2.2 The representatives from SAfAIDS introduced themselves.	All

3.	Background to the proposals assessment process	
		<div data-bbox="609 394 1286 898"> <p>3.3. An apology was provided for the delay in the selection process due to the fire accident at the previous FHR buildings.</p> <p>3.4. The selection process for the service provider is close to being concluded, however the panel had a few questions and points of clarity to seek from the SAfAIDS team based on their proposal for the LGBTI call.</p> <p>3.5. The panel declared that the assessment phase of the service provider process has been done by an independent team of assessors in line with the procurement procedures of fairness and transparency.</p> <p>3.6. It was expressed that the assessment panel required further clarification on the SAfAID'S proposal.</p> </div> <div data-bbox="1312 363 1393 394">Gloria</div>

4.	Questions and Answers between the Panel and SAfAIDS	
	<p>4.3. What made SAfAIDS interested in applying for the call?</p> <p>4.3.1. The main reason for SAfAIDS to apply for this opportunity is that it is very closely related to the work they have already started to do. When SAfAIDS saw the call they had already started with creating toolkits for HIV and LGBTI communities to be distributed to different targeted groups, such groups are: local and traditional leaders, religious leaders and health service providers.</p> <p>4.3.2. They have also been going around promoting “Speak Out” dialogues to be coordinated by community leaders post their training. This is a way of filtering down information to their constituency.</p> <p>4.3.3. As a strategy to build their capacity and show their organisation as leading in how they can protect LGBTI, SAfAIDS partnered with Proudly Out on this project, particularly on the development and distribution of the toolkits. Other partners in the project are OUT Wellbeing and representation from various provinces of South Africa.</p> <p>4.4. The question was raised about how the training programmes on LGBTI was received by the various groups they were targeting?</p> <p>4.4.1. The South African Council of Churches (SACC) was very helpful and supportive as the head of religious movements, thus, it was easy to work with them to connect the project to various churches. The content of the training session was focused on destigmatisation. Out of the thirty trained traditional and religious leaders - only one came back to participate in Speak Out with his own community. Thus, LGBTI matters are still a sensitive subject to people.</p> <p>4.4.2. The success of this project is that even though many of the trained leaders did not do Speak Outs – SAfAIDS managed to start the process of the LGBTI topics being discussed at leadership levels with the intention of providing a platform for them to engage each other with the correct information moving forward.</p> <p>4.5. In the SAfAIDS proposal it is evident that they worked with OUT, are they plans for them to continue partnering with South Africa’s prominent LGBTI NGOs?</p> <p>4.5.1. In the rolling out of this project, they have already started working independently as SafAIDS.</p> <p>4.5.2. Usually, SAfAIDS, partners with other LGBTI organisations for the purposes of pretesting processes, materials and training as a way of including the target groups. Thus, material can be adopted with changes depending on the target groups. OUT is not an implementing partner of SAfAIDS.</p>	<p>Gloria</p> <p>SAfAIDS</p> <p>Gloria</p> <p>SAfAIDS</p> <p>Virginia</p> <p>SAfAIDS</p>

	<p>4.6. It is clear in the SAfAIDS proposal that most of their work is based on the health model, will they be able to effectively use a human rights approach in all the different phases of this project?</p> <p>4.7. Also, the core of the project applied for is - the training of workers in the justice system for them to be capacitated enough to detect and deal with gender based violence, without stereotypical or discriminatory behavior.</p> <p>4.7.1. Since the start of the project SAfAIDS initiated themselves – one of their main values is Human Rights, especially in the Speak OUT dialogues. They engaged AIDS and Rights Alliance for Southern Africa (ARASA) to assist them in strengthening their human rights framework even further. This enables the project to take the target groups, including leaders of communities, step by step - through relevant parts of the constitution and build the LGBTI argument from this national document – making them understand rights and the implementation thereof in their own context.</p> <p>4.7.2. During the training sessions SAfAIDS not only draws on human rights as a framework but they initiate and encourage advocacy in communities. This component follows the unpacking of the constitution and giving people tools and materials to support their advocacy activities. The client will approve the framework before roll out.</p> <p>4.8. The assessors asked if the team SAfAIDS would bring onto this project would be regional or from South Africa?</p> <p>4.8.1. The standard procedure for SAfAIDS when they take on a new project – is to consult with the client regarding the type of target groups and the project aims to be reached. There is also a piloting phase that is used to give more details on the various target groups – whether they be policy makers, implementers or ordinary citizens.</p> <p>4.8.2. SAfAIDS indicated that they had diverse expertise within the organization region wide and that they would draw on this expertise depending on the project needs.</p> <p>4.9. Has SAfAIDS done impact studies before?</p> <p>4.9.1. They have produced a documentary based on the work they have done in communities, this is used for training youth in higher learning institutions.</p> <p>4.9.2. There are support groups, for example the mothers of children who are within the LGBTI communities, and they too form part of our work in sensitizing people about LGBTI communities.</p> <p>4.9.3. In the next roll out, SAfAIDS hopes there will be more traditional leaders – so that impact studies can be carried out. At this point, there is anecdotal evidence that there are shifts in attitudes and behavior based on the training programmes.</p> <p>4.9.4. The staff are well prepared to conduct training on LGBTI communities and are able to do it effectively for different target groups (within the LGBTI community).</p> <p>4.9.5. To make an impact SAfAIDS have invited people who are held in high regard in society to be part of their team of patrons. For example Judge Cameroon is one of the patrons who has recorded a video speaking about his gender orientation (gay). This is played</p>	<p>Lucrecia</p> <p>SAfAIDS</p> <p>Ingrid</p> <p>SAfAIDS</p> <p>Ingrid</p> <p>SAfAIDS</p>
--	--	--

	<p>at training sessions to influence other leaders. The plan is to create more booklets with success stories and produce more audio visuals to be easily accessible to different target groups. Already there has been an audio visual created for the church audiences, the link will be sent to panel members by email.</p> <p>4.9.6. The organization will conduct a formal impact study in the next 2 years after it has completed the implementation phase of the programme. There are anecdotal evidence of specific areas of the programme which shows impact.</p> <p>4.10. In the sector, did they deal with internal LGBTI politics? There can be discrimination within the LGBTI community itself in relation to how Gays and Lesbians look at Bisexuals, Transgender and Intersex people. How SAfAids dealt with that situation during the trainings.</p> <p>4.11. SAfaids responded by stating that they have developed materials (Poster) which creates a talking point which will deal with these matters.</p> <p>4.11.1. Identity is a major topic within the LGBTI community, thus SAfAIDS deals with the politics by clearly defining through their toolkits and training how the various groups differ from each other according to their orientation and needs. This is set out in a clearly in a resource (poster) in which “boxing” people is discouraged. Sometimes hate crimes are motivated by the problem that LGBTI persons are not always clearly defined. – according to the discriminatory communities they see them as undergoing “identity crises” ... they violently react out of confusion and resistance at times. Even on the subject of health, the needs are different for the various LGBTI groups.</p> <p>4.12. Within the LGBTI sector, there are different ways in which members define themselves, how does SAfAIDS help individuals better define themselves in their communities’ spaces?</p> <p>4.12.1. There is a chart (submitted to the meeting) that citizens can use to understand the different groups and how do they differ from each other. After people go through the training process they become more informed, through using the booklets, about laws related to LGBT.</p> <p>4.13. For the project, especially for the desktop research phase, how well capacitated is SAfAIDS – how many staff members do they have for the different tasks?</p> <p>4.13.1. There are six people within SAfAIDS who are research experts, they move to different countries according to project locations. Similarly, the team of fifteen qualified trainers move with</p> <p>SAfAIDS was asked how ready are they to start the rolling out of the project. Response: if given the opportunity to deliver on this entire project...the baseline can be estimated to be submitted by end of the year 2014.</p>	<p>Lucrecia</p> <p>SAfAIDS</p> <p>Lucrecia</p> <p>Virginia</p> <p>Ingrid</p> <p>SAfAIDS</p>
--	--	---

5.	Discussion By Panel Members after engagement with SAfAIDS		
	<p>5.1 The project to be rolled out is new in its nature, thus, it will mostly be pioneering work. It is good to know that SAfAIDS is already on a similar path (Rights approach) to the kind of work which the TORs require.</p> <p>5.2 It was emphasized by the panel that the service provider selected would need to be independent from the members of the National Task team (NTT).</p> <p>5.3 There were need to be a dedicated team of people or individuals to interact with the service provider to ensure that the content is what we want.</p>		Gloria
6.	Next Steps		
		<p>6.1 The chair asked the panel members whether they were prepared to make a recommendation based on the responses given by SAfAIDS.</p> <p>6.2 The panel agreed that this organization would be recommended based on the assessment process and the views of the panel discussion and the clarification provided by the two representatives. It was noted that there were a number of strengths in this proposal to deliver on all aspects of the TORS and that they had the track record in this work. It was pointed out that there would need to be close liaison with the service provider at the design stage of each phase of the project.</p> <p>6.3 The discussion then went to whether the second option, Tswaranang's proposal needed to be reconsider the strength of their proposal. However it was pointed out that it was unanimous that SafAids was the much stronger proposal and that the view of the full panel was that if SAfAids satisfied the additional questions of clarification, they would be recommended as the service provider.</p> <p>6.4 It was agreed that the minutes of the meeting be circulated to the panel members present for comment and finalization and then be sent to the DOJ colleagues.</p> <p>6.5 If the DOJ is satisfied by the responses, the recommendation will be put forward to the subcommittee of the FHR Board EVC), inclusive of the DOJ, for approval in the overall assessment report.</p>	Virginia
7.	Thanks and Closure	Gloria thanked all in attendance and closed the meeting.	Gloria