



## **Terms of Reference: Consultancy to develop a simplified Mental Health Facilitators guide for communities of women and girls with disabilities.**

### **Introduction**

This Ability Trust is a women-led nonprofit organization whose mission is to advance the sexual reproductive health and rights of women and girls with disabilities in Kenya and across the region. We envision a society in which women and girls with disabilities have access to quality dignified healthcare with their rights respected and upheld. Our model focuses on leveraging various forms of technology to increase access to sexual reproductive healthcare services and information, build the capacities of healthcare providers on disability rights and inclusive healthcare and collect disaggregated data to inform and strengthen collective multi stakeholder advocacy on sexual reproductive health for women and girls with disabilities in Kenya.

### **Background**

Mental health issues have traditionally been seen as a taboo topic, many people suffer from mental illnesses in silence, not knowing where or who to turn to. Research conducted by WHO, indicate depression, anxiety, psychological distress, sexual violence, and domestic violence affect women at a greater extent than men. 41.9% of women suffer from depressive disorders compared to 29.3% of men<sup>1</sup>.

Research has shown that the prevalence of depression in adults with disabilities is estimated at 24.9% to 41% which is higher than the 22.8% to 27.5% observed in non-disabled adults. When seeking access to mental health support, healthcare workers or counselors usually see the disability before they see mental health challenges. More often than not, women with disabilities are only perceived for their disabilities. They cannot understand that women with disabilities face mental challenges beyond their disabilities<sup>2</sup>.

### **Problem Statement**

Despite growing awareness of the importance of mental health education, there remains a critical gap in addressing the specific needs of women and girls with disabilities. This marginalized group faces unique challenges, including increased vulnerability to mental health issues due to societal stigma, limited access to support services, and barriers to effective communication. Existing mental health curricula often fail to consider the intersectionality of gender and disability, leading to insufficient support and resources for this demographic. Additionally, educators and support staff may lack the necessary training and resources to accommodate

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<sup>1</sup> [Incidence, risk, and associated factors of depression in adults with physical and sensory disabilities](#)

<sup>2</sup> [Women's mental health: The Facts, World Health Organization](#)



diverse learning needs and foster an inclusive learning environment. As a result, women and girls with disabilities are disproportionately affected by mental health disparities, hindering their personal development, and overall well-being.

### **Justification**

This Ability has put in place programs like [Mama Siri's](#) toll-free services, the [Hesabika](#) USSD data collection platform, [SRHRplusD Advocacy](#) and the [Skills](#) eLearning platform, which demonstrate the organization's commitment to addressing the holistic needs of women with disabilities. Mama Siri offers comprehensive referrals for sexual and reproductive health rights and sexual and gender based violence referrals in 13 counties in Kenya. Mental health issues are often intertwined with SGBV experiences, especially among women and girls with disabilities. Without adequate mental health training, Mama Siri is not in a strategic position to respond to the unique emotional and psychological needs of callers.

Incorporating a mental health training guide into Mama Siri is essential for ensuring that the support provided is both effective and sensitive to the specific needs of women and girls with disabilities. The mental health training guide shall equip Mama Siri with the knowledge and skills necessary to address the psychological impacts of SGBV on women and girls with disabilities. This includes understanding how trauma may present differently and how to offer support to equip Mama Siri with the knowledge and skills to provide trauma-informed care, ensuring they understand the unique psychological impacts of GBV on women and girls with disabilities. This includes recognizing signs of trauma, providing empathetic support, and employing strategies that prioritize the safety and emotional well-being of the survivors.ort in a way that is empowering and respectful of unique circumstances. The guide shall also provide strategies for managing crises, ensuring that Mama Siri can respond effectively in moments of acute distress. The guide would ensure that Mama Siri is not just reactive but also proactive, helping to build mental health resilience through ongoing support and education. By addressing both immediate needs and long-term mental health, Mama Siri shall contribute to the overall empowerment of women and girls with disabilities, helping them to regain control over their lives, make informed decisions, and break the cycle of violence and inequality. This holistic approach is key to creating lasting change and ensuring that all women and girls, regardless of ability, have the opportunity to live free from violence and with full access to their rights.

### **Overall Objective:**

- To ensure that Mama Siri are trained to deliver services that are accessible and inclusive for all women and girls with disabilities.



- To train Mama Siri in effective crisis management techniques, including how to handle acute distress situations while integrating peer-to-peer support systems to enhance trust, empathy, and shared experiences in crisis situations.
- To instill a deep understanding of the cultural, social, and ethical considerations involved in supporting women and girls with disabilities who are survivors of sexual and gender based violence (SGBV).

### **Specific Objective**

- Establish a protocol for regular debriefing and supervision of Mama Siri to ensure they are supported in managing the stress associated with crisis situations.
- Develop a crisis management training program that includes modules on de-escalation techniques, trauma-informed care, and psychological first aid.
- Create a cultural competency and ethical considerations training module that explores the diverse cultural and social contexts in which women and girls with disabilities live, particularly those related to sexual and gender-based violence (SGBV).

### **Deliverables:**

- Review the existing content then prepare the Guide content from the existing curriculum and session plans.
- Develop a detailed agenda of the guide.
- Regular consultations with Mama Siri including conducting baseline, midline and endline surveys.
- Have periodical meetings with the This Ability team to provide feedback and progress reports, and include feedback in development of the guide.
- Presentation of final guide for clarification, feedback and final adjustments.
- Training of Mama Siri upon completion
- Final report detailing the survey findings, process and methodology, conclusion and recommendations.

### **Requirements:**

- An Advanced Degree in Counseling Psychology focused on Sexual Reproductive Health
- At least five years of proven experience in developing engaging and effective training materials, guides, or curricula related to mental health for diverse populations.
- In depth knowledge of mental health issues in the local Kenyan cultural, social and economic context from a gender and disability standpoint.



- Demonstrated experience in developing mental health resources, particularly guides tailored to persons with disabilities.
- Ability to relate to and adapt communication style to suit women with disabilities.
- Previous experience working with women with disabilities with good listening skills
- Strong project management skills, including the ability to meet deadlines, manage iterative feedback processes, and deliver high-quality, polished products.
- Strong research skills to review existing literature, resources and best practices in mental health
- Excellent written and verbal communication skills in English and Swahili.

### **How to apply:**

Please send your expression of interest to [consultant@this-ability.org](mailto:consultant@this-ability.org) on or before 21st October 2024. Late applications will not be accepted

N.B. Qualified women with disabilities are encouraged to apply.

### ***Exclusion clauses***

- 1. This Ability Trust has zero tolerance for corruption and fraud. You are required to go through the anti-bribery policy to get a better understanding of this and the other policies that the Trust's operations focus on.*
- 2. This Ability Trust has a zero-tolerance policy against sexual harassment. The Trust makes available annual sexual harassment prevention and response training for all supervisors, managers, and Contractors. You are required to go through the Safeguarding policy*
- 3. The Trust affirms its established policy of non-discrimination in employment and its commitment to affirmative action in being an equal opportunity employer, particularly in the employment of women with disabilities.*
- 4. This Ability Trust reserves the right to offer comparable assignments to those qualified candidates that may not have been selected for this consultancy assignment which they applied for. These offers will be based on the needs of the organization, appropriateness and relevance to the candidate's educational backgrounds and work experience. Only those candidates in whose qualifications and experience the Trust has further interest will be contacted for subsequent interviews.*