

LILO Identity

Training of Facilitators - Application Form Country - Kenya

Who is galck+?

galck+ is the national umbrella body for 18 LGBTQ+-led organizations working to advance the health and human rights of lesbian, gay, bisexual, transgender, gender non-conforming and queer people in Kenya. We are a representation and celebration of the Kenyan LGBTQ+ community. Our work has so far inspired cohesion amongst people who appreciate diversity and recognize that everyone has a right to equal opportunities irrespective of their real or perceived sexual orientation, gender and expression.

In line with our vision of a safe and enabling environment for all, our primary areas of expertise are the following:

- **Coordination:** Ensuring that a diverse group of LGBTQ+ community stakeholders engage actively, meaningfully, persuasively and collaboratively. Responding to challenges and internal politics, identifying common grounds and creating platforms for cooperation.
- **Capacity strengthening:** Building the technical competence of member organizations and emerging organizations and groups in programmatic, operational and management-related activities.
- **Alliance building:** Building active, willing and vocal allies in different areas of society, who create support for LGBTQ+ human rights in their fields and areas of influence.

Who is Positive Vibes?

Positive Vibes (PV) is an organisation working primarily in Africa, expanding into The Middle East & South-East Asia. Our work centres around the themes of development, human rights and change. It's all about **learning how to change societies and people's lives for the better** - and making concrete contributions to **ending othering, discrimination and oppression**.

We align ourselves with the interests of groups, organisations and movements of people whose human rights are unjustly limited or denied. Currently, our strongest focus is on work with LGBTQ+, sex workers, people living with HIV, and adolescent girls and young women.

Our approach is based on the conviction that **people can:**

- take charge** of their own lives, organisations and movements;
- strengthen themselves** to more effectively shape their own futures;

use their voices and actions to contribute towards the larger goals of social inclusion, social justice and equity.

What is LILO IDENTITY?

LILO = Looking In - Looking Out

“LILO Identity is a personalised approach to exploring gender identity and sexual orientation. The workshop aims to move individuals towards a positive LGBTQ+ identity, a strong self-concept, and a high regard for themselves as LGBTQ+ individuals. Participants are encouraged to integrate their LGBTQ+ identity with their other qualities and roles - and to see themselves as complex, multifaceted human beings with many strengths and skills. Topics cover language, the emergent development process of exploring sexual orientation and gender identity, relationship skills, creating a circle of positive support, skills for coming out and understanding the impact of prejudice and discrimination.”

Application: If you are interested in applying, please complete the following questions as thoroughly as possible. This form must be accompanied by a CV and submitted to info@galck.org with the email subject: **LILO Identity Facilitator Application 2022.**

Application deadline - 31st August 2022.

This information will be used as part of our participant selection process and assist us to tailor the programme to best meet the needs of those who are selected. Thank you.

Name:	
Contact details: Email and phone	
Gender identity:	
Date of birth:	
City/town of residence:	
Organisation:	
Position in the organisation:	

Brief description of your current work: (100 words) Explain how your work relates to key populations

Prior training and/or facilitation experience: (150 words) Please list relevant experience – jobs or positions (incl. volunteer work) in which you have applied facilitation and/or training skills

Why do you want to attend the LILO Identity training of trainers? (100 words) Write a brief motivation explaining what excites/interests/challenges you about this field of work.

How does who you are, and the personal journey you have taken, make you a good person to facilitate these programmes? (100 words) Reflect a little on your personal experiences and attributes.

Explain how you would integrate LILO facilitation time into your current job/work? (100 words)

Any other relevant information you would like to share? (100 words)

Any other plans to apply this learning in your work or life? (100 words)

Which LILO workshops have you already participated in, if any?

For your information, we include here a short-version of some of the ideal skills and qualities of a LILO Identity facilitator.

**Ideal Skills and Qualities for a LILO (Looking In, Looking Out) facilitator
(in brief)**

The LILO workshop is a sensitive personal journey towards LGBTQ+ identity and requires facilitators with some experience to lead the process. The ideal candidate should exhibit at least 70% of the following qualities and skills:

- Have the confidence to manage and facilitate a group.
- Be a good communicator
- Possess a comfort with their own identity.
- Be self-aware
- Good interpersonal skills.
- Be insightful of others
- Have natural empathy.
- Be trustworthy - able to build others trust and keep confidences.
- Show conscientiousness - takes responsibility for personal performance
- Have commitment
- Be Adaptable - flexibility in handling change

Be innovative/creative
Have an interest in developing others
Have a sense of humour

The following experience is required:

At least 2 years' experience of teaching, training or facilitation of groups (youth or adults).

An added advantage would be having

Counselling training or experience

Some brief information on the selection process:

1. We will invite a selection of the **18** applicants to participate in a **three (3) day** LILO Identity workshop experience together with other relevant members of the leadership and staff of the participating organisations.
2. We will select 6 competent LILO Identity facilitators from the 18 applicants (merit -based) to proceed into a **one (1) day** contextualisation session.
3. The six (6) LILO Identity facilitators will participate in a **five (5) day** TOT workshop. The Training of Facilitators (TOF) and the Supervised LILO Identity training are the final phases of evaluation and selection of the LILO Identity facilitators.

Important Note

This will be a continuous training from **9th October** to **22nd October 2022**. This includes traveling days and weekends.

Venue: TBD

Application signature

I confirm that all of the information contained in this application is accurate and that I have filled in this form myself

Signature
