



USAID Lebanon Civic Action Accelerator Program (LEB-CAAP)

Providing Mental Health Support to Civil Society Frontliners

Request for Applications (RFA)

Competition Timeframe: April 12, 2022 – June 02, 2022



In-Person Solicitation Workshop – May 19, 2022
BDD room 1075

The contents of this presentation are the responsibility of FHI 360 and do not necessarily reflect the views of USAID or the United States Government.

WELCOME

Solicitation Workshop Agenda

- Workshop Ground Rules
- Overview of the Mental Health Support Program
- RFA and Eligibility Criteria
- Application Process
- Application Evaluation
- Next steps for shortlisted applicants
- Q&A

Solicitation Workshop Ground Rules

- Since we are in person, there is no mute option 😊.
- During discussions, value other participants' contributions
- Attend the workshop with positive expectations
- Respect the time allocated for the workshop
- Be direct and honest
- Give feedback to other people's ideas – stay considerate and respectful
- Keep an open mind
- Be engaged all the time. But do not dominate the discussion
- Be inclusive. Encourage others to participate.



Disclaimer

- We are not experts in the field of mental health, and therefore we are looking to partner with you
- We are coming from a gender equality and social inclusion background, please keep in mind that we are not psychologists or psychiatrists
- We might not have covered some technical aspects, but we want to hear from you on the matter and receive your suggestions in your proposals

An Overview of the Mental Health Support to Civil Society Frontliners

Overview of the Mental Health Support Program

Background

Objectives and Illustrative Activities

Outreach and Geographic Focus

Gender Equality Social Inclusion

Background

In your opinion, what are in the most visible signs of burnout that front-liners are facing nowadays?
How would you explain/justify that?

Signs of Burnout



Poor performance

MOM
I think no one here likes me...
Aww, no!

Cynicism at work

Headaches or stomachaches

Exhaustion

IDEAS
Reduced creativity

Background

- Refine phase findings
- Situation of the country and its impact on mental health
- No targeted question on MH during the refine phase BUT Mental Health kept emerging in the conversations
- Burnout is well known among civil society actors
- No targeted intervention for MH or psycho-social support

Which of the following, does your organization work on:

-  Conduct a series of public webinars on self-care for civil society actors
-  Engage CSO human resources personnel on appropriately identifying signs of mental health issues and actionable strategies to manage anxiety and stress
-  Engage established mental health focal points at the community level to better respond to mental health needs within their communities
-  Build CSOs capacity building to identify signs of staff stressors and to develop policies and procedures to sustainably manage this
-  Create or develop a dedicated online platform or hotline for CSOs and activists seeking mental health support
-  Partner with newly established mental health initiatives to strengthen their delivery and reach
-  Assess mental health needs of HRDs
-  Deliver training and collective care sessions for CSO staff on skills to prevent and address burnout, grief, and trauma
-  Professional counselling to conduct support groups to provide psycho-social support to CSO staff dealing with trauma
-  Design internships to support the grantee in implementation while providing a practical work opportunity

Objectives and Illustrative Activities



Objective #1

Strengthen capacity of CSOs working in protection and human rights to better manage increased demand by establishing and integrating staff well-being and mental health into institutional and operational policies in an effective and sustainable manner

Illustrative Activities could include:

- Engage CSO human resources personnel on appropriately identifying signs of mental health issues and actionable strategies to manage anxiety and stress
- Build CSOs capacity building to identify signs of staff stressors and to develop policies and procedures to sustainably manage this
- Deliver training and collective care sessions for CSO staff on skills to prevent and address burnout, grief, and trauma



Objective #2

Provide direct mental health services to HRDs, with a focus on frontliners in a community-based setting, to cope with the increased strains and challenges derived from working with vulnerable populations while preserving a balance between services provision and the HRDs' self-care

Illustrative Activities could include:

- Assess mental health needs of HRDs
- Create or develop a dedicated online platform or hotline for CSOs and activists seeking mental health support
- Conduct a series of public webinars on self-care for civil society actors
- Professional counselling to conduct support groups to provide psycho-social support to CSO staff dealing with trauma



Objective #3

Integrate alternative mental health actors (nascent mental health initiatives and/or recent psychology /social work graduates) into the delivery of proposed interventions to support partnerships while avoiding duplication of efforts

Illustrative Activities could include:

- Design internships to support the grantee in implementation while providing a practical work opportunity
- Partner with newly established mental health initiatives to strengthen their delivery and reach
- Engage established mental health focal points at the community level to better respond to mental health needs within their communities

Outreach and Geographic Focus

Do you have experience working in different governorates across Lebanon?

Where, in Lebanon, do you implement your work?



Gender Equality Social Inclusion

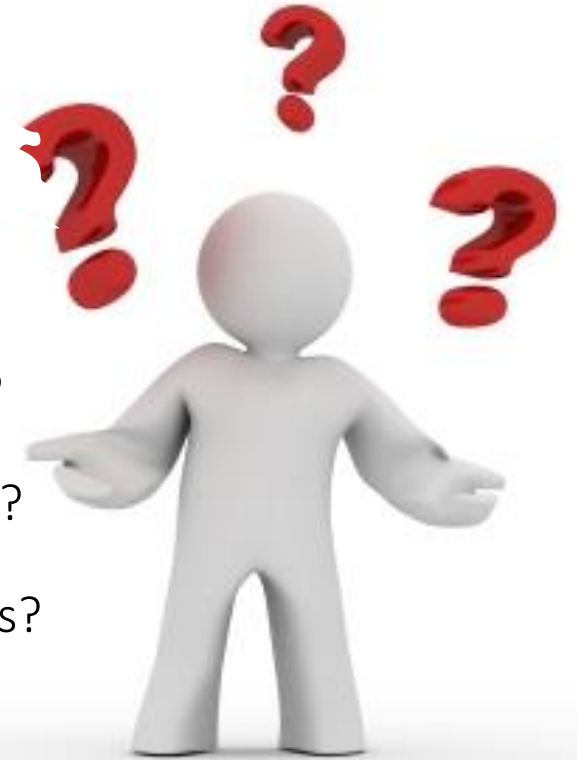
What do we mean by GESI and why it is essential?

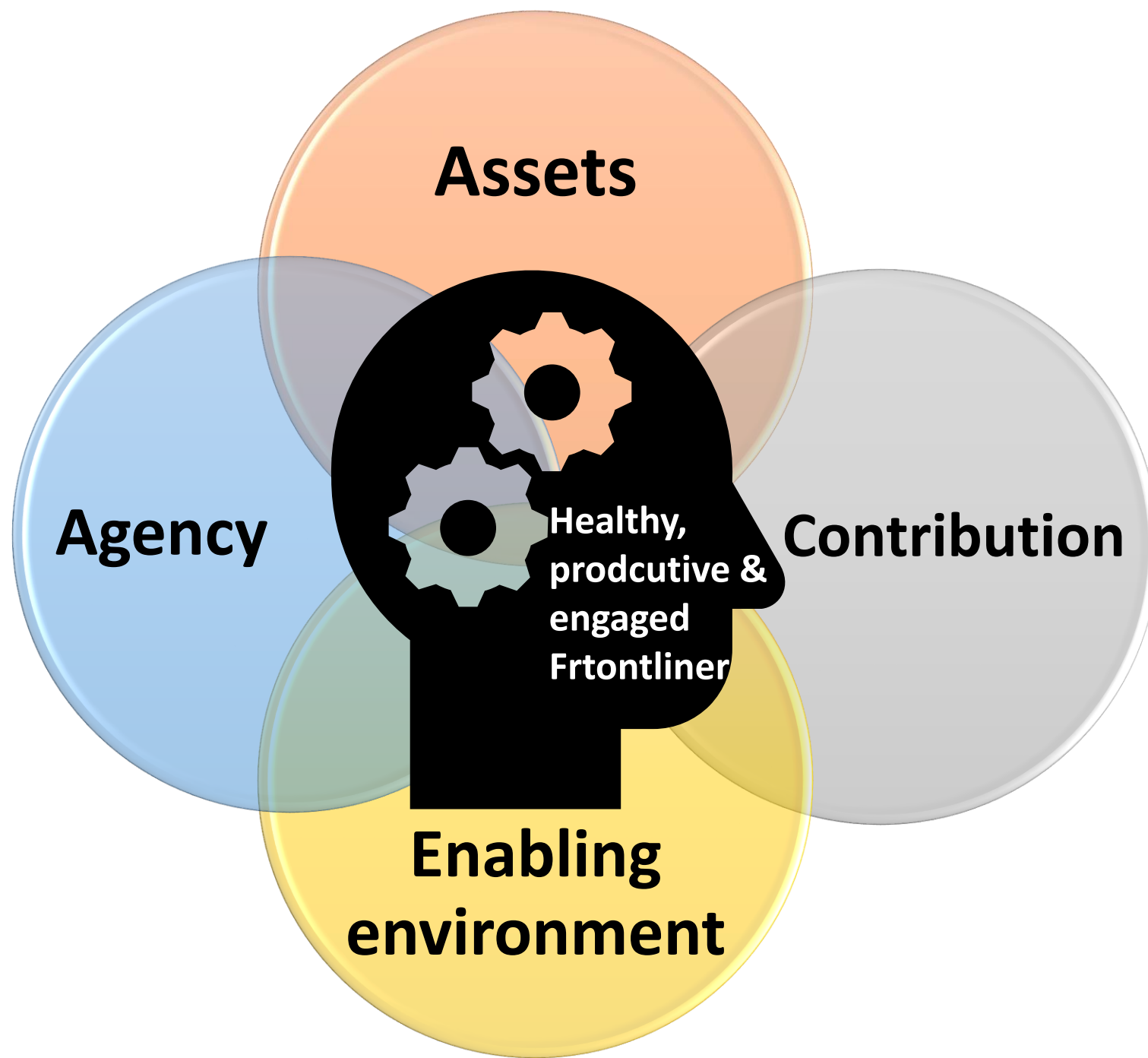
Social Inclusion of Marginalized Groups each requires something specific from a mental health perspectives

Gender Equality Social Inclusion

How this should be translated in your project design?

- How are you planning to adapt your services to the needs of each of these groups?
- How would you prepare and sensitize your own staff for that specific consideration?
- How would you assess the service based on the needs of these marginalized groups?
- How you will design appropriate inclusion strategies within project activities and across all implementation phases.
- How can you guarantee that the specificity of needs can be tackled from a technical and professional point of view?
- Would you consider establishing a referral system or do you have the GESI know-how within your organization?





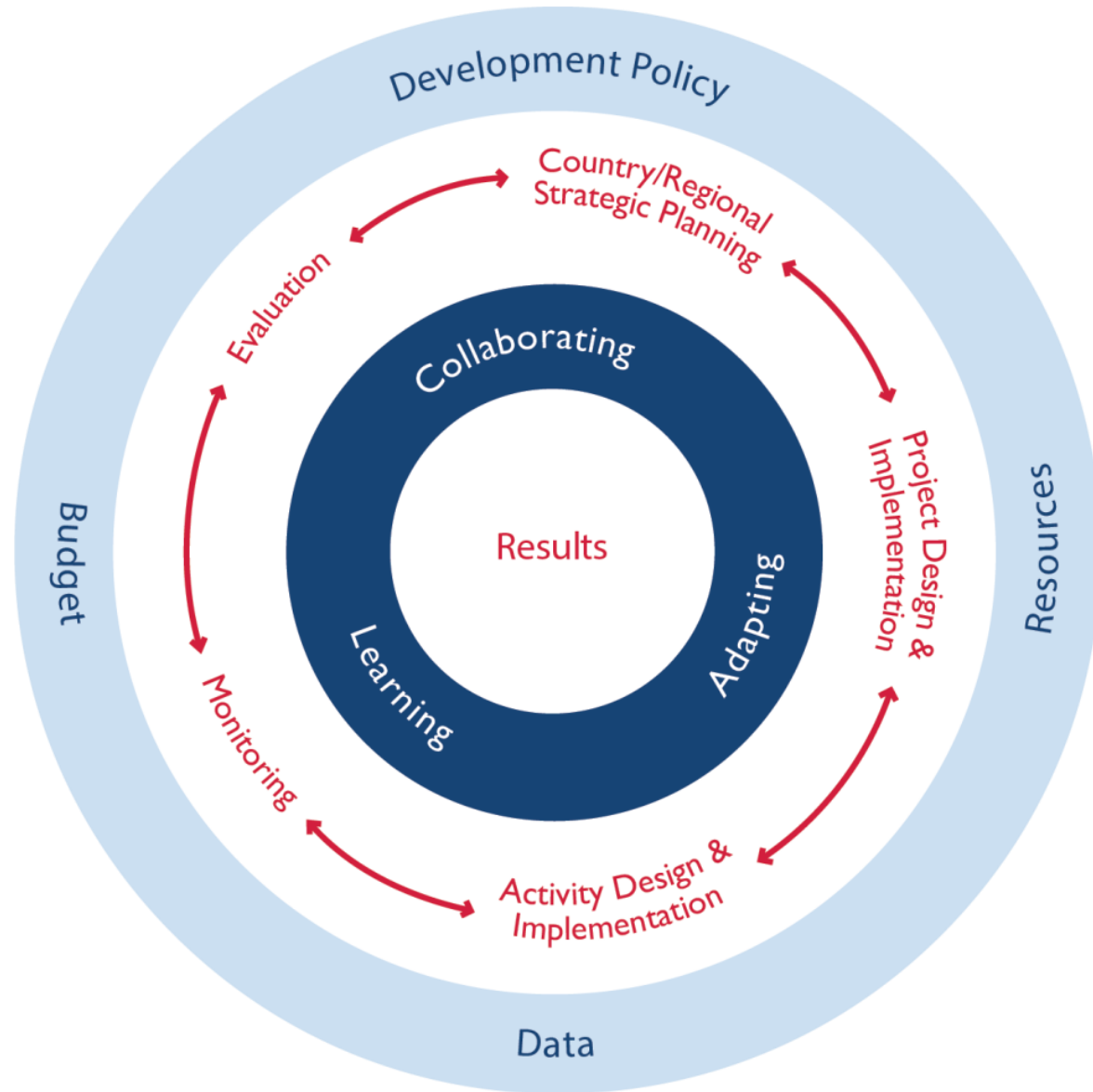


Figure: 1 GESI-Responsive Assessment Scale

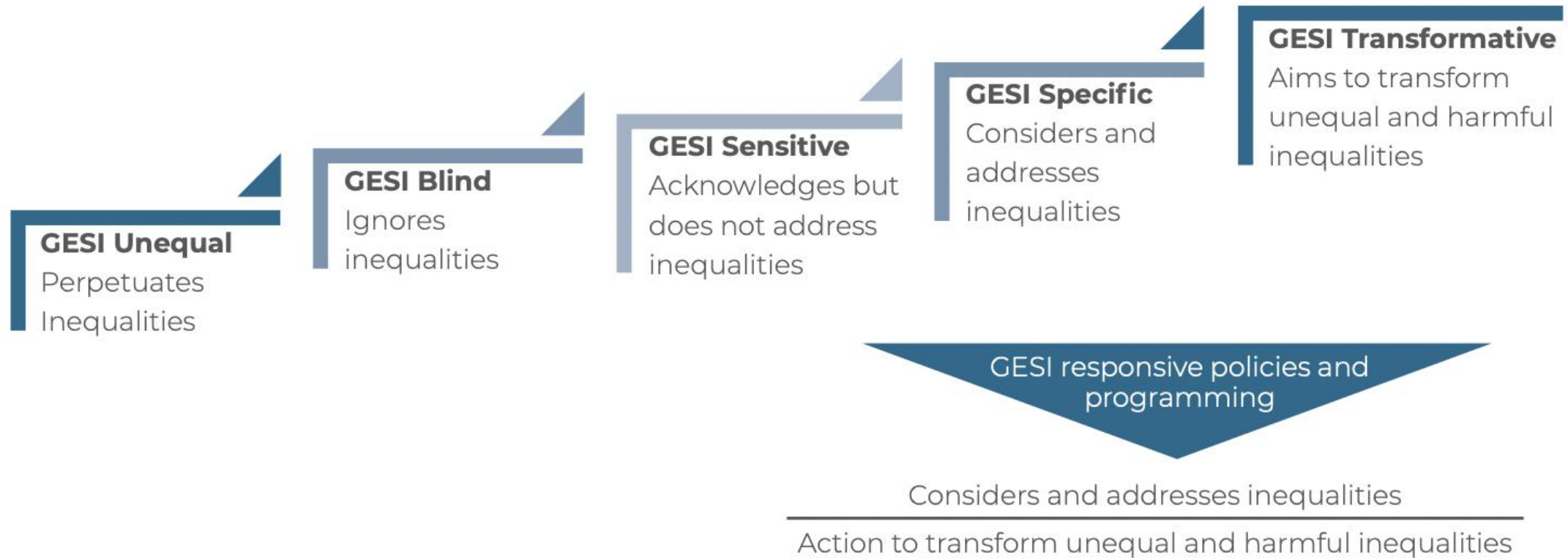


Table 1: Intersectional Gender Analysis Matrix

Topic specific domains (to be modified)	Social stratifiers (e.g. race, age, location, disability, etc.)	Sex/Gender specific or disaggregated data	Gender Analysis Domains				
			Access to resources	Division of labour, roles	Norms, beliefs	Autonomy, decision-making power	Institutions, laws policies
Access to services	How do the findings differ between different groups by: age, location, disability, etc.	% of women, men or people of other genders who access health facility disaggregated by relevant social stratifiers.	Women have less access to financial resources and cannot afford services. People with disabilities do not have access to adequate transportation.	Women's responsibilities in the home prevent them from accessing services. Men's work outside the home prevents them from accessing services.	Norms around what is acceptable for women, men and people of other genders to do affect access.	Women need permission from husband or male relative to access services.	Facility has policy that sees women accompanied by male relative first.
Utilisation of services	How do the findings differ between different groups by: age, location, disability, etc.	% of women, men and people of other genders who use a facility disaggregated by relevant social stratifiers.	Health centres do not have separate bathrooms for women, men and people of other genders.	-	-	Women need permission from husband or male relative to access services.	Lack of women providers.
Quality of care	How do the findings differ between different groups by: age, location, disability, race, ethnicity, migrant status, etc.?	% of women who report experiencing disrespect and abuse by health providers disaggregated by relevant social stratifiers.	-	-	Norms around disrespect and abuse during labour and delivery.	-	-

Topic Specific domains (can be modified)	Social stratifies (e.g. race, age, location, disability, etc.)	Gender specific or disaggregated data	Gender Analysis Domains				
			Access to resources	Division of labor, roles	Norms beliefs	Autonomy, decision-making power	Institutions, Laws policies
Access to service							
Utilization of services							
Quality of care							

RELEVANCE

Has the programme shed new light on why social exclusion and gender inequality is relevant to specific sector/workstream objectives and ways of working? How were these insights captured in diagnostic approaches?

What influence did this new insight have (on partnerships, awareness, ways of working)?

EFFECTIVENESS

What approaches have been most effective in input/output processes: selecting the right partners; raising awareness; securing commitments to address GESI in policies and practices (systems, processes, attitudes and behaviours)?

LIKELY IMPACT

Are there useful insights into interest groups acting to maintain the status quo, or backlash?

SUSTAINABILITY

After the programme ends, what partnership arrangements are likely to remain and what further action will be taken to address discriminatory policies and practices?

Inclusion

- Identify and reach marginalized groups
- Disability and inclusion: Very few researched programs examine how interventions should be adapted to meet the needs of persons with disabilities.
- Ensuring inclusion: (1) strengthening elements that build positive well-being, (2) making sure programs can refer marginalized groups for additional services, when necessary, and (3) ensuring access to mental health services for marginalized groups

RFA and Eligibility Criteria

Eligibility Criteria: Who can apply?

- Eligible applicants include not-for-profit, non-governmental, faith-based organizations, academic institutions, and/or for-profit organizations (profit may not be included in the grant budget) **with at least 5 years of operation in mental health service provision.**
- Applicants must be locally registered and headquartered in Lebanon.
- Applicants may apply either individually or as a consortium.

In the case of a consortium, the application must be submitted by one lead applicant and partner applicants' status and division of labor should be clarified in the technical narrative application and budget documents.

Eligibility Criteria: Who can't apply?

- Individuals
- Informal Groups (unregistered organizations)
- International organizations
- Political parties, groupings, or institutions or their subsidiaries and affiliates
- Government institutions (this includes entities that the Government of Lebanon owns at least 50% share of or receive at least 50% of their annual financial support from the Government of Lebanon)
- Faith-based organizations whose objectives are discriminatory and/or serve religious purposes, and/or whose main objective of the grant is of a religious nature
- Other organizations as detailed in section III. A. of the RFA

Note: *An organization that is not eligible to apply can still benefit from this grant*

Award Parameters

General

Award Ceiling: LEB-CAAP anticipates issuing one award up to \$50,000 USD.

Period of Performance: 12-18 month implementation period

2 Types of Awards

(Award type will be agreed upon during the pre-award phase)

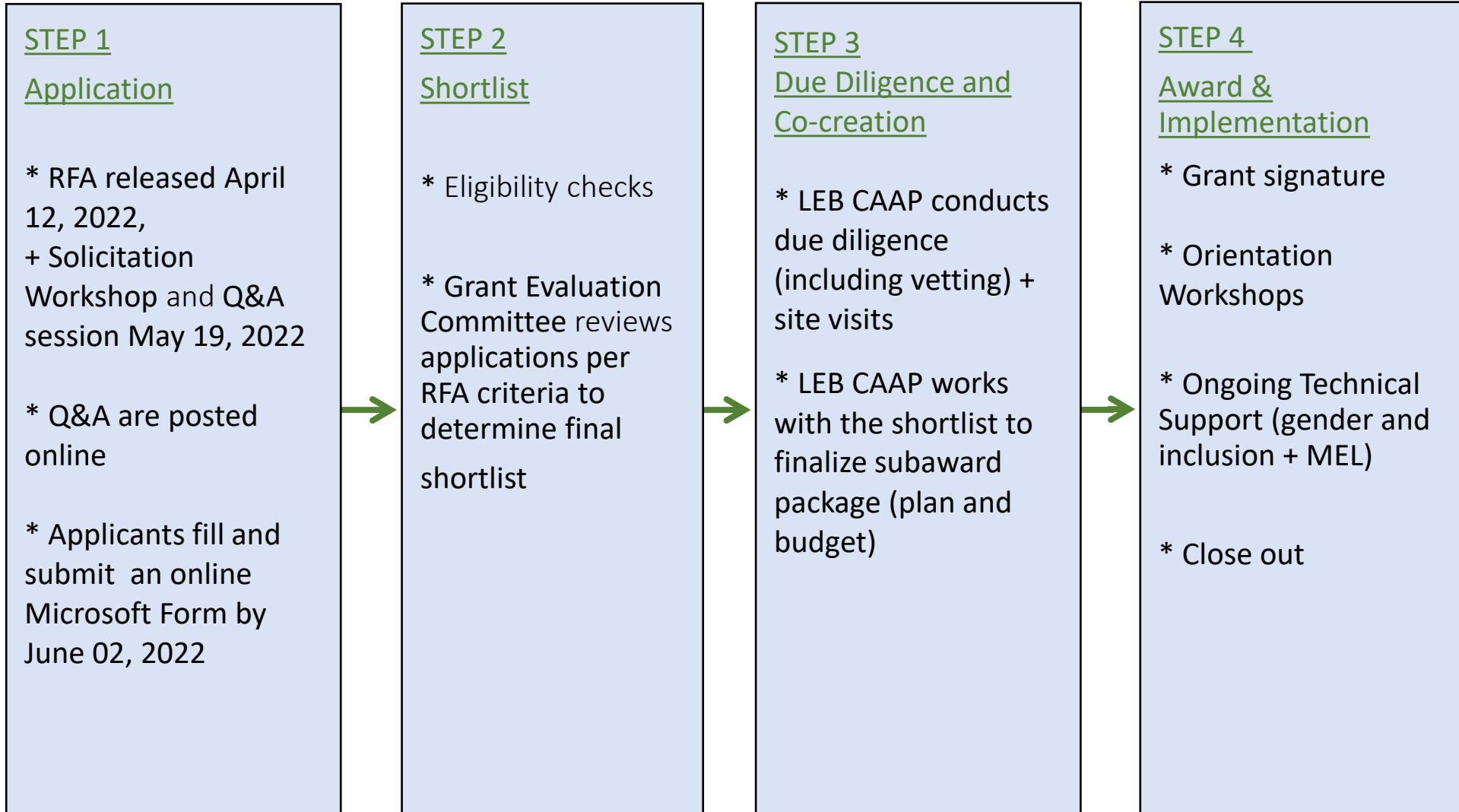
Fixed Amount Award (FAA). A grant type whereby the grantee is paid in pre-established tranches upon approval of pre-determined milestones. FAAs are used when there is a reasonable estimate for the costs, and where milestones can be clearly defined and verified.

Cost Reimbursable. A grant type that reimburses the grantee for the costs of the inputs reasonably necessary to implement an approved project or project activity that helps to achieve the stated project purpose.

Award Parameters

Branding	All grants shall adhere to USAID and FHI 360 branding requirements
Reporting Requirements	Narrative reports will be submitted on a monthly basis, including agreed upon M&E requirements as defined in the grant agreement. In addition, for cost reimbursable grants, financial reports will be required on a monthly basis.

Overview of the Grant Timeline



How Can You Apply?

- Complete the **online application form** on the online portal
- Submit the **required supporting documents** through the online form

Link to the online portal:

<https://forms.office.com/r/ygjmdGkaPX>

Supporting Documents

1. Online Application Form
2. Detailed Budget
3. CVs of Key Personnel
4. 3 references
5. Organizational Cover Letter signed by the Authorized Signatory
6. 'Certificate of registration' or incorporation papers: تسجيل شهادة
as well as 'Tax Identification Number': مالي رقم
7. Organization's most recent annual narrative report outlining the organization's activities and achievements.

Application Format

Applicants must submit a technical narrative that includes the following suggested sections:

- Project Summary
- Project Justification
- Project Goal, Objectives, and Expected Results
- Proposed intervention(s) and Description of Activities
- Background & Past Performance of Organization
- Management
- Work Plan

Evaluation Criteria

Criteria	Score
Technical Approach and Feasibility of Design in achieving RFA Objectives	35
Demonstrated Understanding of the Target Group and their needs	30
Organizational Capacity and Proven Track Record in Mental Health (Service Provision and or Capacity Strengthening)	20
Engagement and inclusion of marginalized groups	15
TOTAL	100

Next Steps for Shortlisted Applicants

Pre-Award Phase for shortlisted applicants

- LEB-CAAP staff will Complete the Financial Pre-Award Assessment
- Applicant will obtain a Unique Entity ID (UEI) through the Sam.gov
- Applicant will submit supporting documents for all budget items
- Applicant will submit audited financial statements or other financial documents as requested by LEB-CAAP
- Applicant will sign required Certifications and Assurances
- Applicant will provide information and documentation required for Debarment and Terrorist Financing Searches.
- Applicant will fill USAID Partner Information Form 500-13 and submit related documentation to LEB-CAAP in order to be vetted in accordance with USAID Mission Order 15/03 “National Security Screening of Awards”

Co-creation Phase

At the conclusion of the Grant Evaluation Committee (GEC) selection process, and in parallel with the pre-award phase, LEB-CAAP team will work with the shortlisted applicant(s) to finalize the intervention through a series of meetings and/or a design workshop(s). Subsequently the applicant will be requested to revise their proposed project description and accompanying budget documents in order to finalize the application for USAID and FHI 360 approval.

Grant Award

If all previous steps were successfully accomplished, a Grant Agreement will be signed including the final program description, the final budget, deliverable due dates, payment processes, and submission of reports.

Requests for Clarification

- All consolidated Q&As and Frequently Asked Questions will be posted on May 23, 2022, on <https://daleel-madani.org/civil-society-directory/fhi-360/calls/request-applications-providing-mental-health-support-civil-society-frontliners>.
- Check FHI 360's page on Daleel Madani <https://daleel-madani.org/civil-society-directory/fhi-360> for updates to the Request for Applications, including questions and answers, modifications, and solicitation workshop opportunities.
- Please send your questions to lebcaapgrants@fhi360.org.

Q&A

Post Workshop Feedback Form

We would love to hear your feedback on the workshop's format, content, and anything else that you find relevant!

