

# Call for applications to the International Trans Fund's Grant Making Panel 2017

## Would you like to support trans activists around the world?

- Are you an trans activist with a track record of working beyond your country or region?
- Do you identify as trans (as someone whose gender identity or expression differs from your gender assigned at birth)?
- Are you committed to the trans movement in your country, your region and / or on a global level?
- Do you have a passion for advancing trans rights and building sustainable trans communities?
- Are you deemed credible and trustworthy by your peers and would you like to make decisions on how resources are allocated in our movements?

### Then this is for you!

The International Trans Fund is seeking applications from committed activists to be members of its first Grant Making Panel in 2017.

**The deadline for submitting your application is 9 December 2016**

## Background

According to 340 trans organisations surveyed in 2013 by Global Action for Trans\* Equality and the American Jewish World Service, more than 50% of trans groups operated on an annual budget of less than USD10,000. Almost two-thirds said they had no resources, and trans-led organisations were even less likely to receive foundation funding. To address this disparity, a group of international trans activists and donors have come together to create the first International Trans Fund (ITF).

## Mission of the ITF

The mission of the International Trans Fund is to mobilize sustainable resources for strong, trans-led movements and collective action, and to address and eliminate funding gaps impacting trans groups across the globe.

## Purpose of the fund

The purpose of the ITF is to:

1. Build and sustain a mechanism to support trans-led groups of different sizes working on a range of issues at the international, regional, country, and local levels, with a particular emphasis on smaller groups and/or groups with access to fewer resources.
2. Increase resources and enhance access to resources that support trans movements including:
  - a. financial resources dedicated to trans-led organisations and groups, through grant making

- b. non-financial resources for trans organisations, such as skills building, organisational strengthening, leadership development, and activist support
  - c. access to other and new donors.
3. Educate our peers in the philanthropic community on trans issues and influence other funders and strategic allies on trans-related commitments and strategies.

### What we mean by trans

- A. The ITF understands trans as a political term that defines the communities of people the ITF works with.
- B. The ITF works with people whose gender identity or expression differs from their gender assigned at birth. Some of these people identify and present themselves as male or female; others identify with a non-binary gender category.
- C. These identities or expressions include, for example, trans women, trans men, fa'afafine, leiti, fakafifine, akava'ine, mahu, vakasalewalewa, palopa, Sistergirls, Brotherboys, whakawahine, tangata ira tane, muxhe, omeguid, travesti, two spirit, hijra, bandhu, mangalamukhi, kinnar, thirunangai, thirunambi, khwaja sira, meti, katoey, waria, mak nyah, kua xing nan, trans laki-laki, transpinay, transpinoy, kwaa-sing-bit, and transgender, transsexual, genderqueer, gender non-binary, gender diverse, gender non-conforming, and agender people.

As part of the ITF's commitment to self-determination and decolonising bodily oppressions, we are committed and open to recognising other gender identities that emerge and that our communities claim within their socio-political contexts. These arise from the ongoing work of resistance and liberation that involves both the remembering and reimagining of gender identities and expressions.

The ITF does not privilege any one gender identity or expression over another, including those communities who do not have specific terms to describe who they are.

### Internal Structure of the ITF

The bodies of the ITF are the Steering Committee (SC), the Grant Making Panel (GMP) and the staff. The SC is the governing body of the fund and responsible for making strategic decisions, defining funding priorities and hiring key staff. It is comprised of trans activists and a smaller number of donor representatives, and elects two of its members to be co-chairs. Staff will support both the SC and GMP, and manage grants that are awarded.

### Role of the GMP

The role of the Grant Making Panel is to review grant proposals submitted to the ITF, make decisions on these grant applications, and develop the call for proposals for following grant making cycles, based on the strategies developed by the ITF's Steering Committee.

### Qualifications of candidates

*Essential qualifications:* Candidates need to:

- identify as trans
- have at least 5 years of direct involvement with trans activism at the regional and/or international level.
- be recognised by other trans activists in their region as a trans community activist
- be able to communicate and write in at least one of the ITF's working languages (English or Spanish)
- be able and willing to work in a diverse environment that includes activists and donors

- have a strong commitment to fulfil tasks and meet deadlines.

Optional qualifications: It would be desirable for candidates to:

- be able to communicate and write in one of the other application languages (French, Russian, or Chinese)
- have direct experience managing and reporting on grants for trans work

## Roles and Responsibilities of the GMP

The roles and responsibilities of the members of the Grant Making Panel will be collective and equal representation in coordinating grant activities, making grant decisions and encouraging trans communities to apply to future grantmaking cycles. As laid out in the ITF bylaws the GMP members have the following responsibilities:

1. Taking due part in online discussions, e-mail exchanges, as well as participating in the regular annual in person meeting as well as in at least 75% of online meetings.
2. For each grant cycle, the members of the GMP elect Co-Chairs.
3. Support the SC in determining the ITF's strategies and grantmaking priorities.
4. Lead and conduct grant making processes, including:
  - a. In line with identified grantmaking priorities, the GMP will identify the key aspects of the Request for Proposals, factoring in available budget and needs emerging from trans communities.
  - b. Review of applications for funding
  - c. Decision on funding proposals
  - d. Communication of the decisions to the SC and the staff
5. The decisions of the grantmaking panel are final but need ratification from the SC and the administrative host.
6. Members of the GMP have to adhere to confidentiality, ethics and conflict of interest principles in and outside of the ITF at all times during their tenure.
7. The GMP reports its activities and decisions to the SC regularly.

## Timeframe

In this first year, half of the GMP Members will be appointed for one year and the rest for two years. People can re-apply once, for a second term, immediately after their first term. From the point onwards, half the GMP will start their term in even years and the other half will start their term in odd years.

## Selection process

From the applications received the ITF Steering Committee will select 9-13 activists to ensure diversity across regions, gender identities and expressions, and further marginalised groups within trans communities.

## Compensation

GMP members will receive a remuneration of US Dollars \$1000 per grant cycle. Other ITF related expenses will also be covered, including airfares, accommodation, and meals.

## How to Apply

Applications should be sent to [gmp@transfund.org](mailto:gmp@transfund.org) by **Friday 9 December** and include:

1. a CV / resume
2. a cover letter describing why you are applying and how you meet the qualifications for the role
3. contact details for two referees. At least one of these should be a trans person from your region.

No phone calls, please – only applicants considered for interviews will be contacted.