

DECEMBER 3 & 4, 2013 — BERLIN, GERMANY

MÖVENPICK HOTEL, SCHÖNEBERGER STRASSE 3, 10963 BERLIN

ADVANCING TRANS* MOVEMENTS WORLDWIDE

A MEETING FOR FUNDERS & ACTIVISTS WORKING ON GENDER DIVERSITY



CONVENING PROGRAM

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ACKNOWLEDGEMENTS

Advancing Trans Movements Worldwide* has been organized by the Open Society Foundations and Wellspring Advisors, in partnership with Global Action for Trans* Equality (GATE). They have been supported by an advisory working group of activists selected through an international open call process. The organizers would like to thank Abhina Aher, Masen Davis, Carla LaGata, Barbra Muruga and viviane v. for their expert advice, time and commitment as members of the working group.

The organizers would also like to acknowledge and thank Dr. Nicolas Beger (Amnesty International) and Heather Doyle (Lutian Advisors) as co-facilitators; Lisa Skeen (Open Society Foundations), Dovile Maciulyte (I Can Live Coalition) and Ovation Company for logistics coordination; Dennis Ahlgrim (Ahlgrim Design Group) for design production; and Heather Doyle and Hernan Bonomo for the preparation of the background briefing.

WELCOME

On June 3, 2012 history was made as Argentina's groundbreaking Gender Identity Law took effect, making Argentina the first country in the world to recognize the right of people to legally change their name and gender based on their own self-determination, rather than on the decisions of health professionals, judges or civil servants. Three months later, as part of the International Campaign to Stop Trans Pathologization, trans* activists and allies took part in more than 100 actions in 50 cities worldwide, calling for the end of the pathologization of trans* identities and gender diversity. In June this year, for the first time ever, Intersex people were fully recognized under national anti-discrimination law with the passage of new legislation in Australia.

For decades, trans* individuals have been advocating against oppression based on gender identity, expression and bodily diversity in legal, political, health and social spheres. However, in recent years trans* communities and movements have emerged in almost every country of the world. Indeed, when Global Action for Trans* Equality (GATE) and American Jewish World Service (AJWS) recently undertook a survey of trans* and intersex** groups, they received more than 340 responses from across all regions. Almost 1 in 3 of these groups had been formed in the past three years, and the majority since 2005.

Yet, most of this community development and rights activism is occurring without adequate support. According to a report by the Foundation Center, in 2010, funding on trans* and intersex issues accounted for only .014% (US\$1.7million) of the total funding on human rights (US\$1.2 billion). Where funding for trans* issues does exist, it is often connected to sexual orientation, sexual identity or HIV programming. While there are strategic, political reasons for these associations, there are unique issues facing trans* communities which warrant specific attention and support from funders.

Grants to intersex organizations continue to lag behind even the support for trans* movements. This meeting will include, but does not focus on intersex issues. We recognize the need for more funder attention to be paid to the intersex movement as well. We hope that conversations going on in the intersex movement and at this meeting will provide sparks for continued and coordinated support for the intersex activism.

Advancing Trans* Movements Worldwide is a unique opportunity to explore the challenges and opportunities facing both donors interested in funding on gender diversity and activists working to advance the rights of their community. It is the start of an ongoing conversation that we hope will foster collaboration and partnerships to advance the rights of trans* communities throughout the world.

Justus Eisfeld, *Global Action for Trans* Equality*

Rebecca Fox, *Wellspring Advisors*

David Scamell, *Open Society Foundations*

* Trans*: People whose gender identity or expression differs from the gender assigned at birth. Some trans* people identify and present themselves as either a man or a woman; others identify with a non-binary gender category. Trans* people describe themselves by many different terms, some of which are specific to local cultures, including transgender, transsexual, fa'afafine, travesti, hijra, genderqueer and transpinoy—to name just a few. Many global activists have started to use the abbreviation "trans*," with an asterisk, denoting a placeholder for the entire range of possible gender identities that fall under the broad definition of trans*.

** Intersex: People who were born with chromosomes, gonads and/or genitals that vary from female and male standards. A former medical term, intersex has been reclaimed by intersex people as a personal and political identity. In certain local contexts, intersex people have also reclaimed the older term 'hermaphrodite' (or, more recently, 'herm') and the abbreviation 'inter*'.

CONVENING AGENDA

DAY 1 DECEMBER 3

HUMAN RIGHTS ISSUES AND THE STATE OF THE TRANS* AND INTERSEX MOVEMENTS

9.00am — Welcome and Introductions

Justus Eisfeld (Global Action for Trans* Equality, USA),
Rebecca Fox (Wellspring Advisors, USA) and
David Scamell (Open Society Foundations, USA)

Facilitated by Heather Doyle & Nicolas Beger

9.45am — Where Are We Now?

An opening plenary overview of the current landscape for funding on trans* and intersex issues, drawing on a mapping of donors undertaken by Open Society Foundations in the lead up to the meeting, and a funding survey of trans* and intersex groups published by Global Action for Trans* Equality (GATE) and American Jewish World Service (AJWS).

David Scamell (Open Society Foundations, USA) and
Sarah Gunther (Astraea/ American Jewish World Service, USA)

Facilitated by Nicolas Beger

10.30am — Break

KEY HUMAN RIGHTS ISSUES: CONCURRENT SESSIONS

A range of facilitated discussions led by trans* and intersex activists, highlighting human rights challenges, discussing promising programmatic and advocacy approaches, and identifying funding and support strategies to address the following issues:

10.45am

CONCURRENT SESSION 1

Accessing Appropriate and Quality Healthcare

Kellan Baker (FtM Phoenix Group),
Diane Marie Rodriguez Zambrano
(Asociacion Silueta X, Ecuador) and
Leigh Anne van der Merwe (S.H.E., South Africa)

Facilitated by Rebecca Fox

Safety and Violence

Carla LaGata (Transgender Europe, Germany) and
Kimberly Zieselman (Advocates for Informed Choice, USA)

Facilitated by Barbra Muruga (Transitioning Africa, Kenya)

12.00pm

CONCURRENT SESSION 2

Intersections: Experiences of trans* sex workers, refugees and migrants

Kim Mukasa (Refugee Law Project, Uganda) and
Giovanna Rincon (Acceptess-T, France)

Facilitated by Masen Davis (Transgender Law Center, USA)

Culture and Gender Diversity

Amaranta Gomez Regalado (Collective Binni Laanu B.C.) and
Amitava Sakar (Integrated Network for Sexual Minorities, India)

Facilitated by viviane v. (Brazil)

1.15pm — Lunch

2.15pm

CONCURRENT SESSION 3

Legal Gender Recognition

Jack Byrne (New Zealand) and T*m Lysenko (Insight, Ukraine)

Facilitated by David Scamell

HIV and Trans* Movement

Abhina Aher (India HIV/AIDS Alliance, India),
“Mitch” Sri Yusmar Mohd Yusof (PT Foundation, Malaysia) and
Kemal Aysu Ordek (Red Umbrella Sexual Health and Human Rights Association, Turkey)

3.30pm — Break

3.45pm — The State of Trans* and Intersex Movements

Understanding trans* and intersex activism and movement-building taking place at the local, national, regional and international levels, and examining the role that donors can play in advancing these movements.

Mauro Cabral (Global Action for Trans* Equality, Argentina),
Dan Christian Ghattas (TransInterQueer),
Julia Ehart (Transgender Europe, Germany) and
Chan Grey Mubanga (Transbantu Association, Zambia)

Facilitated by Nicolas Beger

5.15pm — Day 1 Overview and Wrap-Up

Nicolas Beger and Heather Doyle

5.30pm — Meeting adjourned

7.00pm — Group dinner at Café Einstein, Kurfürstenstraße 58, Berlin

DAY 2

DECEMBER 4

FUNDING STRATEGIES: SHARING SUCCESSES, CHALLENGES AND OPPORTUNITIES FOR COLLABORATION

8.30am — Supporting a Movement: Funder Strategies

Exploring the constraints faced by funders in supporting trans* and intersex issues, as well as the obstacles groups face in accessing and managing funds.

Masen Davis (Transgender Law Center, USA), **Ajit Joshi** (USAID, USA), **Wanja Muguongo** (UHAI—East African Sexual Health and Rights, Kenya) and **Barbra Muruga** (Transitioning Africa, Kenya)

Facilitated by Heather Doyle

10.30am — Break

10.45am — Solutions for Increased and Effective Funding

Through mixed funder/activist working groups, developing creative and effective ways to address the constraints and obstacles faced in funding on trans* and intersex issues.

Facilitated by Rebecca Fox and Heather Doyle

12.00pm — Lunch

1.00pm — Synergies and Opportunities

Bringing together the group discussions to highlight common approaches and opportunities to increase and strengthen trans* and intersex funding

Facilitated by Nicolas Beger

2.30pm — Break

3.00pm — Beyond Berlin

Identifying concrete strategies and activities to move the discussion on advancing trans* and intersex movements forward in the future.

Facilitated by Heather Doyle

4.00pm — Convening Overview and Wrap Up

Justus Eisfeld, Rebecca Fox and David Scamell

Facilitated by Heather Doyle

4.30pm — Meeting closed

8.00pm — Party (includes buffet dinner) at SchwuZ, Rollbergstraße 26, Berlin

PARTICIPANT BIOGRAPHIES



J. BOB ALOTTA

Executive Director, Astraea Lesbian Foundation for Justice

J. Bob Alotta is the Executive Director at the Astraea Lesbian Foundation for Justice, a global foundation based in NYC that provides critical resources to LGBTQI organizations and individuals around the world. Bob is a lifelong activist and an accomplished filmmaker with a track record of leading exponential organizational growth and capacity building through visionary management and fundraising. She builds strong partnerships with diverse communities, grantee partners, donors, institutional funders, and corporate stakeholders. Bob served for four years as Board Chair of FIERCE, a longtime Astraea grantee partner, helping to build the leadership and power of LGBTQ youth of color. On behalf of the FIERCE Board of Directors, Bob was awarded the Stonewall Foundation's 2009 Alan Morrow Prize for Excellence in Board Leadership. Bob also served for six years as grant reviewer for Open Square Foundations' Community Fellowship Program, and has consulted for Swarthmore College, Williams College, WITNESS, and the Prison Moratorium Project. Prior to joining Astraea, Bob served as Director of Digital Media and Content for Zeitbyte Digital Media and as Director of Digital Technology for Film at the Columbia University School of the Arts. Bob's documentary and narrative films have aired on Democracy Now, GRITtv, and PBS, and have screened at festivals in the U.S., Canada, Europe, and the Middle East.



MAXIM ANMEGHICHEAN

Program Officer-LGBTI, Human Rights Initiative, Open Society Foundations

Maxim Anmeghichean is a program officer for the Open Society Foundations' Human Rights Initiative where he manages the Foundations' grantmaking and advocacy programs focused on supporting LGBTI rights groups in the developing world. Before joining the Foundations in 2012, Anmeghichean served as the programs director for the Brussels-based ILGA-Europe where he developed and implemented the organization's advocacy and fundraising strategies to advance LGBTI rights in Eastern Europe and before the Organization for Security and Cooperation in Europe, Council of Europe, and the European Union. Prior to that, he founded and served as the executive director of GenderDoc-M, the first organization in Moldova to support LGBTI rights. He is a graduate of Moldovan State University, and he earned a Master of Cultures and Development Studies degree from the Catholic University of Leuven.



KELLAN BAKER

Associate Director of the LGBT Research and Communications Project at the Center for American Progress

Kellan Baker is Associate Director of the LGBT Research and Communications Project at the Center for American Progress, where his work includes improving data collection about LGBT populations, working with the U.S. Department of Health and Human Services on a range of LGBT health policy priorities, and advancing LGBT issues internationally. In addition to his federal policy work, Kellan directs the LGBT State Exchanges Project, which partners with LGBT and consumer health advocates in numerous states to address LGBT health disparities in the implementation of the 2010 nationwide health reform law. Kellan is an affiliated faculty member for LGBT health policy at the Center for Population Research in LGBT Health at the Fenway Institute and has consulted on transgender health and health disparities with The Joint Commission and the Open Society Foundations. He holds a B.A. with high honors from Swarthmore College and an M.P.H. in global public health policy and an M.A. in international development from George Washington University.



DR. NICOLAS JONATHAN BEGER

Director, Amnesty International European Institutions Office

Nicolas Beger is the director of the Amnesty International European Institutions Office specializing on EU human rights policy inside the EU and globally, the Council of Europe, regional campaigning, research and media as well as organisational development. He was previously the director of the European Peacebuilding Liaison Office (EPLO), working in the area of EU conflict prevention and peacebuilding policies. Before EPLO he worked for the EU Civil Society Contact Group. Nicolas also has a background in anti-discrimination policy, conflict prevention, and gender, as well as professional training and mediation qualifications. He is a long-standing LGBT activist with a specialisation on transgender issues. He has held teaching posts in different universities before changing to the European NGO sector. He holds a BA (hons) and a MA from the University of Canterbury New Zealand and a PhD from the Universiteit van Amsterdam (Amsterdam School of Cultural Analysis).



ISE BOSCH

Philanthropist and Executive Director of Dreilinden gGmbH

Ise Bosch is a donor and investor working for the human rights of women, girls, lesbians, transgender and inter* people. In 1996, she initiated the International Fund for Sexual Minorities at Astraea Lesbian Justice Foundation in New York. In 1998, she co-founded filia.die frauenstiftung (German women's fund), and in 1999 Pecunia e.V., the German network of women with inherited wealth. In 2006, she incorporated her giving in a private fund, Dreilinden Gesellschaft für gemeinnütziges Kapital, Hamburg. The fund uses grants as well as social investments to further its mission, with an eye on gender criteria. Advisory positions include the ethical advisory board for eco capital lebensversicherung life insurance company and Berghof Foundation for conflict transformation. She also works in donor education - her guide book on giving, "Besser Spenden! Ein Leitfaden für nachhaltiges Engagement", C.H.Beck Verlag 2007, was and still is the first on the German market.



JACK BYRNE

Human Rights Specialist

Jack Byrne is a human rights specialist based in Aotearoa / New Zealand with over twenty years' experience as a researcher and policy analyst. He managed New Zealand's Transgender Inquiry and its implementation, and has recently written a trans resource for UNDP offices. He is currently completing an international analysis of progressive gender recognition laws and policies and the activist strategies behind these gains.

Jack comes from a community development background that includes trade union, anti-poverty, queer and trans activism, and his trans activism spans local, regional and international work. It ranges from establishing a peer support organisation for trans men in New Zealand, organising the Pacific and Asia trans and intersex gathering prior to the 2011 regional OutGames human rights conference in New Zealand, and participating in international meetings around the ICD revision process.



MAURO CABRAL

Co-Director, Global Action for Trans* Equality

Mauro Cabral is a trans* and intersex activist from Argentina. He is the Co-Director of GATE*, and coordinates its initiative on the reform of the International Classification of Diseases. He is also the co-facilitator of the Latin American Consortium on Intersex Issues, and a member of the IAS working group on key affected populations. He sits on the International Board of IDAHO, the MSMGF working group on trans* issues, WPATH, and the International Organization of Intersex People (OII). In 2006 he participated in the production of the Yogyakarta Principles, and in 2009 edited the book Interdicciones: Escrituras de la intersexualidad en castellano. He lives in La Boca, Buenos Aires.



MASEN DAVIS

Executive Director, Transgender Law Center

Masen Davis serves as Executive Director of Transgender Law Center, the largest transgender advocacy organization in the United States.

Under his direction, Transgender Law Center has secured groundbreaking federal protections against employment discrimination for transgender and gender nonconforming people under Title VII of the 1964 Civil Rights Act. From sweeping changes to California nondiscrimination law to unprecedented healthcare access initiatives for transgender people across the country, Masen's leadership has had a tremendous impact on the rights and wellbeing of transgender people in the United States.

Masen brings over two decades of leadership and activism in the LGBT movement to his work at Transgender Law Center. He started his career as a Civil Court Advocate at Chicago's gay and lesbian center; founded FTM Alliance of Los Angeles; and served as a Community Investment Officer and Director of Development at United Way of Greater Los Angeles. Masen's activism, research and writings are featured in innumerable textbooks, journals and documentary films. He is a regular spokesperson on behalf of transgender equality - appearing in the New York Times, CNN, MSNBC, and Rolling Stone Magazine; training thousands of people from San Francisco to Shanghai on transgender issues; and testifying on behalf of transgender healthcare access at The White House. He received his B.A. from Northwestern University, M.S.W. from UCLA, and completed the Program for Senior Executives in State and Local Government at the John F. Kennedy School of Government at Harvard University. He lives in San Francisco with his partner Michele and a scrappy puppy named Bear.



VIVEK DIVAN

Policy Specialist for Key Populations and Access to Justice, United Nations Development Programme's HIV, Health and Development Group

Vivek Divan is the Policy Specialist for Key Populations and Access to

Justice at UNDP's HIV, Health and Development Group in New York, USA. His work focuses on providing advisory, intellectual and technical support on the intersections of law and human rights in the context of key populations affected by HIV. He is a lawyer from Mumbai, India and has worked extensively on issues of HIV, access to justice, LGBT people, law and human rights in India and globally. As Coordinator of Lawyers Collective HIV/AIDS Unit in India (2000-2007) he oversaw and was involved in the legal aid, advocacy, research, capacity-building and legal literacy work of the Unit. In that time he was part of the team that drafted legislation on HIV/AIDS for India and strategized campaigns and lobbying on law and human rights issues related to sex work and treatment access. He was centrally involved in the public interest litigation related to Section 377 of the Indian Penal Code, India's anti-sodomy law, including legal research and strategy and led extensive community mobilization around the case. He served on the Secretariat for the Global Commission on HIV and the Law and as a member of its Technical Advisory Group (2010-12). He also served on the International Advisory Board of the International Gay & Lesbian Human Rights Commission (2000-2012). Vivek received his Bachelor of Arts and Bachelor of Law from National Law School of India University in Bangalore, India and his Masters in Law from Cornell University in the US.



HEATHER DOYLE

Human Rights Consultant, Lutian Advisors

Heather Doyle is a public health and human rights consultant and the former Director of the Open Society Foundation's Sexual Health

and Rights Project (SHARP). Ms. Doyle worked since 2003 on Open Society Foundation's efforts on minority health in Eastern Europe, HIV/AIDS in Africa, and LGBTI Rights globally. Prior to joining Open Society Foundations, she worked from 1997 to 2003 with organizations including Medicines sans Frontières and Catholic Relief Services in the Balkans, Western and Southern Africa, and South India on maternal health and HIV/AIDS programs. She is currently the President of Lutian Advisors, a strategic advising and research consultancy agency. Ms. Doyle has a background in Public Health and International Relations.



JULIA EHRT

Executive Director, Transgender Europe (TGEU)

Julia Ehrt is 36 years old and has been active in local, national, and European trans* activism for more than 10 years. She is a founding member of

TransInterQueer, one of the leading queer organizations addressing the rights of trans and intersex people in Germany. On the national level in Germany she has been involved in several attempts to change the German legislation on legal gender recognition and has contributed to the organization of the annual national trans conference in Berlin. Since 2005, Julia has been active on the European-wide campaigns as one of the co-founders of Transgender Europe. In the last eight years she has contributed to the development of the organization as a member of the Steering Committee first, as Co-chair, and now as Executive Director. Among her core responsibilities are the management of TGEU's staff, the development of long term goals and policy for the organization, the consolidation of the operational capacity of TGEU, and the securing of funding.

Julia holds a degree in Mathematics and Physics from the Free University Berlin (2005), and a PhD in Mathematics from the same institution (2009). She works and lives in Berlin with her partner and daughter.



JUSTUS EISFELD

Co-Director, Global Action for Trans* Equality

Justus Eisfeld is co-director and co-founder of GATE—Global Action for Trans* Equality. The focus of his current work is on funding for trans*

communities worldwide, as well as a study of the financial situation and capacity of trans* groups. He was the first co-chairperson of TransGender Europe and initiator of Transgender Network Nederland. Previous work includes stints as policy officer for the Dutch national LGBT organization COC, assistant to member of the European Parliament Emine Bozkurt, as well as the trans advisor of LGBT studies of the EU Fundamental Rights Agency and the Commissioner for Human Rights of the Council of Europe. He is a board member of Callen-Lorde Community Health Center in New York, a member of the International Day Against Homophobia and Transphobia Committee (IDAHO) and has been a speaker at many international events, including the first-ever high-level panel discussion on LGBT rights with the UN High Commissioner for Human Rights, Ms. Pillay. In a previous life as a lesbian activist since 1994 he was chairperson of IGLYO (International Lesbian, Gay, Bisexual, Transgender and Queer Youth and Student Organisation). He lives in New York with his husband Johnny and their dog Gemma.



GABRIEL FOSTER

Director of Outreach, Sylvia Rivera Law Project (SLRP); Co-Organizer, Trans Justice Funding Project

Gabriel Foster is a black, queer, trans, 'Momma's Boy' based in Brooklyn, New York. Originally from Washington

state, Gabriel began social justice work as soon as he came out (the first time). After becoming politicized, he quickly realized he could no longer learn from traditional models of education, i.e. public high school. So he dropped out to continue his education through different means, such as internships and community organizing.

From age 15 to 26 he went from a program constituent to program staff in the American Friends Service Committee's (AFSC) GLBTQ Youth Program in Seattle, WA. After AFSC he went to work with the Northwest Network of bisexual, trans, lesbian & gay survivors of abuse helping to create their youth programming.

Taking a giant leap of faith, Gabriel headed East and landed at the Leeway Foundation, supporting women and trans people creating art and social change in Philadelphia, PA. While in Philadelphia, he also provided outreach for the Jonathan Lax Scholarship at Bread and Roses Community Fund. Moving on from Philadelphia he relocated to Atlanta, GA to work at SPARK Reproductive Justice Now with GLBTQ youth of color and allies.

Surprisingly, he found himself moving to New York in 2010, to join the Sylvia Rivera Law Project (SLRP) as Director of Outreach with SRLP's Movement Building Team. Currently, Gabriel is at SRLP and Co-Organizer of the Trans Justice Funding Project along with Karen Pittelman. He is often lead by his heart, his mother's advice, and lessons learned along the way.



REBECCA FOX

Program Officer, Wellspring Advisors, LLC

Rebecca Fox is a Program Officer at Wellspring Advisors, where she focuses on advancing lesbian, gay, bisexual, and transgender (LGBT) issues. Prior

to coming to Wellspring, she was the Executive Director of the National Coalition for LGBT Health, which leads organizations across the U.S. to work together to improve the lives and health of LGBT people through advocacy, outreach, and education. She was also an Adjunct Professor at George Washington University. Rebecca serves on the board of Funders for LGBT Issues. In the past, she has served on the boards of Choice USA, a national organization that mobilizes and supports the diverse, upcoming generation of leaders who promote and protect reproductive choice; Generations Ahead, which brings diverse communities together to expand the public debate and promote policies on genetic technologies that protect human rights and affirm our shared humanity; and the Washington Area Clinic Defense Task

Force (WACDTF), a local organization working to ensure access for all women to reproductive health services. Before the Coalition, Rebecca was the Assistant Director for Public Policy at the Sexuality Information and Education Council of the United States (SIECUS). She has also worked at the National Partnership for Women and Families, where she monitored federal legislation pertaining to health insurance, gender-based discrimination, and reproductive rights. Her experience includes assisting in a free medical clinic for women and providing services and programming for people living with HIV/AIDS, homeless youth, and children of LGBTQ parents.



ANNE GATHUMBI

Director, Sexual Health and Rights Project, Open Society Foundations

Anne Gathumbi is the Director of the Sexual Health and Rights Project (SHARP) at the Open Society Foundations Public Health Program.

Prior to joining SHARP in New York, she was the Director for Learning, Evaluation and Achievement Program at Open Society Institute of East Africa (OSIEA) where she initiated OSIEA's learning agenda. She also worked as a program manager at OSIEA, where she was responsible for the organization's work to promote legal initiatives to advance the human rights of East Africans living with and affected by HIV/AIDS and other marginalized populations. Gathumbi has served as a program Manager with Trocaire's East Africa Office where she managed a grant making portfolio to partners in East Africa working to advance Human Rights and the rule of law, access to justice, women's rights, HIV/aids and economic justice. She was a founding member and Director of the Coalition on Violence Against Women, where she helped build a leading civil society network and spearheaded policy reform initiatives on women's rights issues. She also worked with the Legal Resources Foundation (pioneering a community paralegal program). She has more than 17 years' experience working on justice and women's human rights issues in East Africa. Gathumbi graduated from the University of Nairobi Law School and holds a postgraduate diploma in community development and a Masters in Business Administration.



DAN CHRISTIAN GHATTAS, PHD

TransInterQueer

Dan Christian Ghattas, PhD works as a university lecturer and cultural scientist. He has participated as an expert on trans and intersex issues, among other

things, for the Expert Roundtable on Gender Mainstreaming (2010), the Training for ILGA-Europe and ILGA World Staff and Board on Inter* (2011), the First, Second, and Third International Intersex Forums (2011, 2012, 2013) and the Seminar on Trans and Intersex Issues—Challenges for EU Law (a hearing before the European Parliament, 2012). He compiled the first empirical study on the life situations

of transsexual individuals in Germany called *Studie zur Lebenssituation von Transsexuellen in Nordrhein-Westfalen* (2012), in collaboration with Wiebke Fuchs, Deborah Reinert and Charlotte Widmann. He is co-editor of the book *Inter*: Erfahrungen intergeschlechtlicher Menschen in der Welt der zwei Geschlechter* that was published by NoNo-Verlag in 2013 and the author of the first study on the life situation of intersex individuals, *Human Rights between the Sexes: A preliminary study on the life situations of inter* individuals*, on behalf of the Heinrich Böll Foundation which was published in October 2013.



AMARANTA GÓMEZ REGALADO

Collective Binni Laanu B.C.

Amaranta is an indigenous Zapotec Muxhe from Juchitán de Zaragoza, Oaxaca, México. She has been an activist for more than 15 years on issues

involving health, sexuality, ancestral gender identities, human rights, and cultural advancement in local, regional, and international spheres. She is the founder of the Binni Laanu A.C. collective and the first Muxhe/trans candidate for federal representative (part of the ex-political party Mexico Posible), and recognized by the Federal Electoral Institute (IFE). She is a member of Mexico's Country Coordinating Mechanism for the AIDS Global Fund (MCP), representing the Muxhe/trans community. She serves as the Regional Muxhe/trans Secretary of ILGA-LAC, for Latin America and the Caribbean, and is the Regional Coordinator for the International Secretariat for Indigenous People and Afro Descendants against HIV/AIDS, Sexuality and Human Rights (SIPIA 2008-2013). She is a member of the Latin American and Caribbean project selection committee for amfAR, The Foundation for Aids Research.

Amaranta has participated as an expert lecturer in various conferences around the world, speaking on issues related to indigenous and ancestral gender identities. She is a member of the International Indigenous Working Group against HIV/AIDS (GTIIVS) headquartered in Toronto, Canada and member of the International Research Team on Indigenous Perspectives on HIV and AIDS. She is currently completing a degree in Social Anthropology at the Xalapa, Veracruz campus of the Universidad Veracruzana in Mexico.



MAURO GUARINIERI

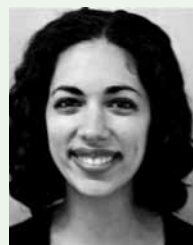
Senior Advisor, Community Systems Strengthening and Key Populations at The Global Fund to Fight AIDS, Tuberculosis and Malaria

Mauro Guarinieri has over a decade of experience addressing HIV/AIDS and

issues related to equitable access to health and human rights. As Senior Adviser for Community Systems Strengthening and Civil Society, he leverages skills, knowledge and experience of Key Populations Networks to support the implementation of Global Fund-financed programs. One of his key responsibilities is developing and enhancing

partnerships with Key Populations networks, both at regional and global levels.

Before joining The Global Fund, as Senior Technical Advisor in Vietnam under the USAID | Health Policy Initiative, he established working relationships and partnerships with the Government of Vietnam, NGO counterparts, and other stakeholders on advocacy and policy development with a specific emphasis on ARV access for most-at-risk populations. Before HPI, he served as a Senior Program Officer for the International Harm Reduction Program of the Open Society Institute, supervising programs in Russia, Ukraine, Kazakhstan, Kyrgyzstan, Tajikistan, Thailand, Indonesia, and Malaysia. He has an extensive consulting history, having worked with the International AIDS Society, the International AIDS Vaccine Initiative, the International Harm Reduction Development Program, the Eurasian Harm Reduction Network, and other international organizations. Throughout his career, his leadership has extended to the boards of many bodies, including the European AIDS Treatment Group (EATG) (Chair: 2004 to 2005), The Global Network of People Living With HIV/AIDS (Chair: 2005 to 2006), the International Treatment Preparedness Coalition, the Collaborative Fund for HIV/AIDS Treatment Preparedness and the Health Gap coalition. He holds memberships in many prominent professional organizations, including the UN reference Group on Injection Drug Use and HIV, in addition to having published an array of articles pertaining to HIV.



SARAH GUNTHER

Associate Director of Programs, Astraea Lesbian Foundation for Justice

Sarah Gunther is the Associate Director of Programs at the Astraea Lesbian Foundation for Justice and

brings to her role extensive experience in philanthropic advocacy, social justice grantmaking and sexual rights work. Prior to joining Astraea, she served as the Director of Africa Programs at American Jewish World Service (AJWS), where she oversaw a \$3.6 million grantmaking program to grassroots organizations pursuing sexual health and rights, natural resource rights and economic justice, and civil and political rights in Africa. In addition to directing the Africa program and leading a team spanning six countries, Sarah played a key role in developing AJWS's global sexual rights strategies with a focus on LGBTQI rights, trans justice and sex worker rights. Before taking up that role, Sarah built AJWS's grants portfolio in East Africa as a program officer. Prior to joining AJWS, Sarah managed microenterprise development programs in East and West Africa at international NGO Trickle Up and worked in Uganda with grassroots groups focused on women's rights and sustainable livelihoods. She holds a B.A. in feminist, gender and sexuality studies and African American studies from Wesleyan University and is currently pursuing a M.A. in human rights studies from Columbia University. She is passionate about getting resources into the hands of LGBTQI activists and

transforming philanthropy so it advances movements for racial, economic and gender justice around the world.



SUSAN JOLLY

Program Officer, Sexuality and Reproductive Health Education, Ford Foundation

Susie Jolly is program officer, in sexuality and reproductive health education, in the Ford Foundation

Beijing office. Her grant making supports leadership by marginalized young people in the field of sexuality and reproductive health and rights, and “the marginalized to educate the mainstream” through new media, in schools, and in communities.

Before joining the Ford foundation in 2010, Susie founded and convened the Sexuality and Development Program in the Institute of Development Studies (IDS) at the University of Sussex. The program explored how international development organizations could better support sexual rights, through understanding the links between sexuality and the economy, and through taking more positive approaches to sexuality. She earlier served as communications officer in the IDS gender information unit, BRIDGE, from 2000 to 2006. From 1994 to 1998, Susie lived in Beijing, working on poverty reduction for the United Nations Development Programme. She served in Brussels as political assistant to members of the European Parliament from 1991 to 1994.

Susie has been an activist for many years. She has taken part in struggles for justice by LGBT, sex workers and people living with HIV. She has joined efforts to challenge the “straitjacket” of gender and sexuality norms that disempower so many people, whether they conform to or diverge from those norms.

She was awarded an MPhil in development studies at IDS in 2000. She earned her undergraduate degree at Oxford University and undertook further study at China Women’s University in Beijing. Susie has published widely on gender, sexuality and development.



AJIT JOSHI

Senior LGBT Coordinator, Policy and Program Advisor, USAID

Ajit Joshi is USAID’s acting senior LGBT (lesbian, gay, bisexual and transgender) coordinator, policy and program adviser, leading the Agency’s

LGBT Coordinating Committee and over 300 LGBT champions in 43 of 80 USAID missions worldwide.

Under his leadership, USAID has drastically increased its profile and programming on LGBT issues, both in workplace policy in hiring and retention, and international development programming. His support for USAID programs, ranging from Vietnam, Malawi and Colombia to the regional Being LGBT in Asia, has been recognized for team building, technical excellence and inclusion.

Joshi concurrently serves as a democracy specialist for local capacity development in the Bureau for Democracy, Conflict and Humanitarian Assistance. He previously served in the Agency’s Office of the Counselor, Office of Private Voluntary Cooperation, and in the Africa Bureau.

For his courageous leadership in establishing USAID as a maverick and thought leader in inclusive development of LGBT people—both staff and program beneficiaries—Joshi received the Agency’s Distinguished Honor Award. He has also received USAID’s Superior Honor Award, a Superior Accomplishment Award for Special Acts and Suggestions, and an Equal Employment Opportunity Award.

Joshi received a Master’s Degree in international affairs from Columbia University’s School of International and Public Affairs, a Bachelor’s Degree in international relations from Tufts University, and a Fulbright Fellowship (India).



ANDREA KÄMPF

Senior Researcher, Department for International Human Rights Policy, German Institute for Human Rights

Andrea Kämpf works as a senior researcher in the Department for International Human Rights Policy at

the German Institute for Human Rights, Germany’s National Human Rights Institution. She is based within the unit on development and human rights. Her current focus areas are accountability of donors as well as strategies for civil society promotion in development cooperation. One of her current research projects focuses on strategies for bilateral donors for the promotion of human rights related to sexual orientation and gender identity. Next to advising both state and non-state institutions of development cooperation, she works as an independent consultant.

Andrea Kämpf is a lawyer and specialized in international public and European law. Prior to joining the Institute, she worked for a private development consulting firm, the OSCE, the EU and a civil society organisation. Recent publications include: “Zwischen Menschenrechtsförderung und Duldung von Menschenrechtsverletzungen?

Anforderungen an die Entwicklungszusammenarbeit aus der Perspektive der extraterritorialen Staatenpflichten” (“Between promotion of human rights and toleration of human rights violations? Requirements for development cooperation from the perspective of extraterritorial human rights obligations”), in: Zeitschrift für Menschenrechte 2012/02 (with Inga Winkler); “Menschenrechte der ‘dritten’ Generation” (“‘Third’ generation human rights”); in: Menschenrechte. Ein interdisziplinäres Handbuch (Human Rights. An interdisciplinary handbook), Stuttgart 2012.



KENT KLINDERA

Director, GMT Initiative at amfAR

Kent Klindera has over 20 years of leadership experience in the health and human rights sectors. His work has focused on various issues, including LGBTI rights, sexual health, gender,

youth, behavior change, and capacity strengthening of non-governmental organizations and individuals. Currently based in New York City, Kent directs the GMT Initiative at amfAR, the Foundation for AIDS Research, managing an annual small grants portfolio of over 45 community-based LGBT-led organizations working to reduce the spread and impact of HIV/AIDS among gay men, other men who have sex with men, and trans individuals (collectively “GMT”) in the Global South. Prior to amfAR, Kent managed programs engaging men and boys as gender activists in Southern Africa, as well as working on LGBT youth and HIV issues in the United States. Kent holds a Masters in Public Health from the University of Minnesota, USA.



CARLA LAGATA / CARSTEN BALZER, PHD

Senior Researcher, Transgender Europe (TGEU); Lead Researcher, Transrespect versus Transphobia Worldwide (TvT)

Carla has been active in several social movements since the mid-1980s. Since the late 1990s she combined social activism with academic work focusing on trans activism. She holds a Ph.D. and an M.A. in Cultural Anthropology from the Free University of Berlin and wrote her Ph.D. thesis on gender-variant/trans communities in Brazil, Germany and the United States. She has taught Cultural Anthropology and Latin American Studies at the Free University of Berlin, and her work has been published in numerous journals and edited volumes in the U.S., Brazil, Germany, Spain and the UK. She is a founding member of the Transgender Network Berlin and chairperson of its Scientific Advisory Board, is a founding member of the online journal Liminalis—Journal for Sex/Gender Emancipation and Resistance, and is an Editorial Board member of the academic journal Transgender Studies Quarterly (TSQ). Carla supported the European Trans-Network Transgender Europe (TGEU) from its very beginnings in 2005 and served as a TGEU Steering Committee member from 2008 to 2012. Currently, she works as TGEU’s Senior Researcher and as Lead Researcher of the “Transrespect versus Transphobia Worldwide” research project, which she initiated in 2009. Her responsibilities within TGEU are research (with focus on the TvT project) and international relations outside Europe. She is co-author of Transrespect versus Transphobia Worldwide - A Comparative Review of the Human Rights Situation of Gender-variant/Trans People.



KRISTA LAUER

Project Director, Global Health Financing Initiative, Open Society Foundations

Krista Lauer is the director of the Global Health Financing Initiative of the Open Society Foundations, where

she mobilizes resources and leverages funding in support of the health and human rights of marginalized populations. Prior to joining Open Society, Lauer was the Senior Policy Advisor at the Global Forum on MSM & HIV. In addition to policy and advocacy work at UNAIDS, the UN General Assembly and U.S. Congress, her programmatic experience includes HIV, TB, malaria, and maternal and child health programs in Benin and Zambia. She is currently a member of the Private Foundations Delegation to the Board of the Global Fund to Fight AIDS, TB and Malaria.



DANIEL JAE-WON LEE

Executive Director, Levi Strauss Foundation

Daniel Jae-Won Lee is the Executive Director of the Levi Strauss Foundation, an independent private foundation that conveys the pioneering spirit and

enduring values of Levi Strauss & Co.: originality, empathy, integrity and courage. The Levi Strauss Foundation focuses globally on advancing the rights and well-being of apparel workers, confronting HIV/AIDS stigma and discrimination, and helping low-income people save and invest in their future. He joined Levi Strauss in 2003 as Community Affairs Manager for the Asia Pacific Division in Singapore, and subsequently served as the Director of Global Grantmaking Programs at the Foundation. He is currently a Board member of Funders Concerned about AIDS (FCAA), the Council on Foundations, and the National Committee for Responsive Philanthropy. He is an International Advisory Board and former Board member of the Astraea Foundation and a member of the Asia-Oceania Advisory Council of the Global Fund for Women.

ROZ LEE

Senior Program Officer, Racial and Gender Justice, Arcus Foundation

Roz Lee has dedicated her career to advancing racial, gender, economic and LGBT justice through philanthropy, community organizing, legislative advocacy, and popular education. Her work at the Arcus Foundation is focused on the intersection of racial and gender justice and LGBT equality. She also coordinates the Foundation’s gender identity portfolio. Roz worked as Director of Programs of Stonewall Community Foundation, where she created a Racial Equity Initiative to support organizations led by and for LGBT people of color. She worked as a Program Officer for the Jewish Funds for Justice, making grants to social justice groups across the United States. Roz volunteers for numerous organizations committed to advancing racial justice and LGBT equality. She lives with her partner and daughter in New York City.



DAVID MATTINGLY

Director of Programs, Fund for Global Human Rights

As Director of Programs for the Fund for Global Human Rights, David is responsible for oversight, coordination, and integration of human rights grant-making in six regions around the world. Since joining the Fund in 2005, David has managed grants programs for frontline groups based in Latin America, North Africa, and West Africa; coordinated an initiative to strengthen the capacity of Mexican activists to promote public policies that expand human rights protections; and developed the Fund's grant-making strategy to challenge rights abuses related to sexual orientation and gender identity (SOGI). After earning a BA in International Development from American University, David monitored the human rights situation in indigenous communities in Chiapas, Mexico. Prior to joining the Fund, David worked at the Moriah Fund, where he helped manage grant-making programs promoting indigenous rights in Guatemala, environmental justice, and women's rights and reproductive health. David serves on the Board of Directors of the Center for International Environmental Law (CIEL).



JANA MITTAG

Head of the Democracy Department, Heinrich-Boell-Foundation (HBF)

Jana Mittag, Head of the Democracy Department at Heinrich-Boell-Foundation (HBF), studied political science and economics at the Free University in Berlin. She also holds a degree as peace and conflict consultant. Prior to her engagement at the Heinrich Boell Foundation, Jana Mittag worked in development cooperation, implementing humanitarian aid and livelihood support projects in Peru and various countries in South Asia and the Northern Caucasus.

In 2008, Jana Mittag began her work at the Heinrich-Boell-Foundation as director of the regional office Southeast Asia based in Thailand. In 2010, she started her current position as Head of the Democracy Department at the head office in Berlin. She is responsible for supporting the international HBF offices in 30 countries worldwide in their democratization and human rights activities. The support of people with a non-conforming sexual orientation and gender identity is a major focus of her responsibilities. In her work, she promotes a human rights approach and supports the idea of gender and sexual diversity. Next to the long ongoing commitment for the rights of lesbian, gay and bisexual persons, she emphasizes the support of trans* and inter* people in their quest for a dignified life. Offering inter* and trans* activists a space to develop and implement their own strategies is an explicit approach of the Heinrich Boell Foundation. Therefore, HBF works almost exclusively in cooperation with partner organizations.



ZOHRA MOOSA

Director of Programmes, Mama Cash

Zohra Moosa is Director of Programmes at Mama Cash. Prior to this, she was Women's Rights Advisor at ActionAid UK where she led their research, policy, advocacy and campaigns work on women's rights. Zohra has been a freelance blogger and reporter for The Guardian's Comment is Free, openDemocracy and The F-Word since 2007. Zohra holds a degree in Peace and Conflict Studies and Environment and Resource Management, and a Master's in Gender and Development.



WANJA MUGUONGO

Executive Director, UHAI—East African Sexual Health and Rights

Wanja Muguongo is a queer feminist and a human rights and social justice activist. She is the Executive Director of the only African activist-managed and led LGBTI and sex worker rights fund. UHAI- the East African Sexual Health and Rights Initiative, makes grants and offers capacity support to LGBTI and sex worker organisations across the East African region. Her mission is to nurture grassroots activism around sexuality, identity and rights in Africa, moving society toward equality and non-discrimination. Wanja is a 2012 Yale World Fellow and has previously worked for a variety of NGOs in East Africa, India, and Pakistan, where she managed community development projects.



KIM MUKASA

Legal Officer, Refugee Law Project, Gender and Sexuality Programme, School of Law, Makerere University

Mr. Kim Mukasa is a 27 year old Ugandan transgender male. He is a legal officer at the Refugee Law Project, Gender and Sexuality Programme, an outreach project of the School of Law, Makerere University, Uganda. He is a member of the Legal Committee of The Civil Society Coalition on Human Rights and Constitutional Law where he does strategic litigation for sexual and gender minorities.

As a member of Trans Support Initiative Uganda, he has engaged and participated in gender minority activism since 2011. He is passionate about advocating for equal rights for all. He has been active in promoting equality for marginalized groups including sex workers, LGBTI and refugees. Through his activism, he has attained experience in movement building, research and advocacy. He has served an LGBTI and sex work refugee support group, 'Angels Refugee Support Group,' by providing legal representation and psychosocial support to forced migrants in Uganda. He

is a prominent trans activist in Uganda focusing on gender minority, sexual rights, trans health care and taking up rights violations of transgender, gender queer and intersex. He has sensitized on gender minority issues in community outreach and information sessions to stakeholders, health providers and law makers in both local and international spaces. He is also a consultant on gender and sexuality.

Kim holds a bachelor's degree in law from Makerere University and a post graduate diploma in taxation and revenue



ARBRA MURUGA

Coordinator, Transitioning Africa

Barbra Wangare Muruga is a queer African feminist from Nairobi, Kenya. She strongly believes in the feminist and transfeminist values and is a human rights and social justice activist

with a particular focus on trans and intersex activism. She aims to see the rights of gender minorities truly upheld in the countries they reside in, and specifically African communities. She believes she is still a young activist, and is excited to learn from much more experienced activists.

She is currently the Coordinator of Transitioning Africa—a network of trans and intersex organisations in Africa. Previously, she was the Finance, Administration and Communications Assistant at UHAI EASHRI—a regional activist fund for LGBTI & sex worker organizations in East Africa.



MANOU DE NENNIE

Policy Advisor, Gender and LGBT Equality, Dutch Government

Manou de Nennie has worked as a Policy Advisor for Gender and LGBT equality for the Dutch government since 2004. For the first six years

she facilitated programs for vulnerable women to obtain skills and jobs and to protect them from gender- or honor-based violence. Manou currently works on LGBT issues in education in order to create safer schools for LGBT students and to enhance the skills of teachers to stop homophobia and transphobia. She also works on trans-issues related to health care, legal gender recognition, labor participation, and anti-discrimination. She holds a Masters degree in social sciences, focusing on the dynamic relation between culture, identity and communication.



KEMAL ÖRDEK

Chair, Red Umbrella Sexual Health and Human Rights Association

Kemal Ördök has been a trans and sex workers' rights activist for the last 7 years. S/he has taken active part in national LGB and T organizations in

Turkey, carrying out advocacy and direct legal assistance projects regarding violence and hate crimes that trans sex workers experience. S/he has acted as a Steering Committee

Member and the co-chair of Transgender Europe for the last 2.5 years and worked as the policy officer on advocacy and campaigns at the Global Network of Sex Work Projects, mainly addressing the needs of male and trans sex workers globally. Currently, Kemal is the chair of Red Umbrella Sexual Health and Human Rights Association that aims to increase visibility and awareness for the rights of female, male and trans sex workers in Turkey.

ANDREW PARK



Director, Sexual Orientation and Gender Identity Program, Wellspring Advisors, LLC

Mr. Park is currently Director of the Sexual Orientation and Gender Identity Program at Wellspring Advisors, LLC, in New York, where he has directed

a variety of human rights programs. He served as the coordinator of the International Human Rights Funders Group and is currently a member of the LGBT Advisory Committee for Human Rights Watch. After law school at George Washington University in Washington, DC, he worked at the U.S. Equal Employment Opportunity Commission as a trial attorney and Administrative Judge. He founded the Center for Lesbian and Gay Civil Rights in Philadelphia and served as its executive director for five years where he successfully led a coalition to defeat an anti-gay ballot initiative and pass domestic partnership legislation. Mr. Park was an adjunct faculty member at the University of Pennsylvania Law School and the George Washington School of Law. He has served as a trustee of the Mertz-Gilmore Foundation and the Philadelphia Foundation and as an officer with the Gay and Lesbian Attorneys of Washington, DC, the National Council of EEOC Locals, AFGE, AFL-CIO, the Liberty City Democratic Club, the Welker for City Council Committee, transition team for Philadelphia Mayor John Street, and a number of other boards. Mr. Park has won several awards for community service including being named Grand Marshall of the Philadelphia Gay Pride Parade.



DIANE MARIE RODRÍGUEZ ZAMBRANO

President, Asociación Silueta X

Diane Marie Rodríguez Zambrano, from Guayaquil, Ecuador, is a GLBT, human rights and sexual rights activist and post-feminist, and is currently the president

of the Asociación Silueta X and a representative in the Ecuadorian LGBTI Observatory. In 2009 she set a precedent for Trans people in Ecuador, demanding that the Civil Registry change her legal name from the masculine Luis Benedicto to the feminine Diane Marie. During the February 2013 elections she became the first openly transsexual candidate to run in a popular election when she was nominated for the National Assembly. In October of 2013 she was named national and international representative for LGBTI issues by the Ecuadorian Permanent Committee on Human Rights.



AMITAVA SARKAR

Development Consultant; Family Planning Association of India (FPAI), Solidarity and Action Against The HIV Infection in India (SAATHII), Integrated Network For Sexual Minorities (INFOSEM)

Amitava Sarkar has worked on trans activism since 2000. In addition to being a consultant for Family Planning Association of India (FPAI) and Solidarity and Action Against The HIV Infection in India (SAATHII), she is currently a member of the Integrated Network For Sexual Minorities (INFOSEM). Her primary focus is on capacity building and advocacy for transgender/Hijra people in India, and has led various projects in East India through her work with SAATHII. She also led a three year (2010-12) capacity building program at the national level for the transgender/Hijra organizations under INFOSEM with support from the Swedish International Development Cooperation Agency (SIDA). She is also a part of the Global Trans Reference Group, which is supported by MSMGF. Her other interests include making films on transgender/Hijra issues and music.



KEYVAN SAYAR

Human Rights Officer, Democratic Governance Unit, French Ministry of Foreign Affairs

A graduate in law and political science, Keyvan Sayar worked for seven years in the human rights sector before joining the French ministry of foreign affairs. Now a Human Rights Officer in the Democratic Governance Unit, he is one of the ministry's two focal points on LGBTI matters.



DAVID SCAMELL

Program Officer, Sexual Health and Rights Project, Open Society Foundations

David Scamell is a program officer for the Open Society Public Health Program's Sexual Health and Rights Project. His work focuses on supporting civil society to use laws and legal tools in order to increase access to health care and advance the health-related rights of those who are marginalized because of their sexual practices, sexual orientation, or gender identity. Prior to joining the Open Society Foundations, Scamell worked on sexual health and human rights policy and advocacy in Australia.



CHLOE SCHWENKE

Vice President for Global Programs, Freedom House

Dr. Chloe Schwenke is the vice president for global programs at Freedom House in Washington, D.C., USA. In prior employment, she was among the first of three transgender persons ever in American history to become a senior political appointee, serving the Obama Administration at the US Agency for International Development (USAID) as USAID's Senior Advisor on LGBT Policy and as USAID Africa Bureau's Senior Advisor on Democracy, Human Rights, and Governance. An openly transsexual woman, Chloe is a human rights activist, development practitioner and academic with over three decades of international experience, nearly half of it while living in developing countries. She has worked in a senior capacity with some of the leading American human rights and development organizations, and as an independent consultant, on projects of USAID, the World Bank, and the Inter-American Development Bank. Chloe was a Fulbright professor at Makerere University in Uganda from 2005-6, and from 1995 to 1998 she was based in Durban, South Africa where she was managing director of one of South Africa's most successful town and regional planning firms. Her scholarly interests include LGBT human rights, international development ethics, gender equality & female empowerment, urbanization, and leadership. As a practitioner, her experience has centered on the design, management, implementation, and evaluation of a wide range of LGBT, gender equality, local governance & decentralization, civil society capacity building, conflict, and leadership programming. Chloe received her Ph.D. in public policy at the School of Public Policy at the University of Maryland at College Park.



FABIENNE SIMENEL

Programme Officer, LGBT Rights, HIVOS

Fabienne Simenel is Programme Officer LGBT Rights at Hivos' Head Office in The Hague, the Netherlands, where she joined in 2010. In her current capacity she manages Hivos' global programmes on LGBT rights, in close coordination with staff based in Hivos' regional offices. Before assuming this position, she was responsible for HIV/Aids projects in South America and Central Asia, and capacity development for LGBT groups in sub-Saharan Africa. Before joining Hivos, her work focused on media, capacity development and human rights, among others with the Netherlands Institute of Human Rights and International Service. With the latter, she coordinated a media network for indigenous human rights defenders in the Brazilian Amazon. Fabienne holds an MSc in Latin American and Caribbean Studies.



LISA SKEEN

Program Assistant, Sexual Health and Rights Project, Open Society Foundations

Lisa Skeen is the program assistant to the Sexual Health and Rights Project of the Open Society Public Health Program. Before joining Open Society Foundations, she worked for several years in social and legal services for low-income communities in Seattle. She received a fellowship from New York University to study Quechua and Latin American indigenous activism, and later worked with indigenous feminists on maternal and indigenous rights campaigns in Peru. She most recently spent several years working with the Center for Artistic Activism, organizing workshops throughout the world to train grassroots organizers how to harness the power of popular culture to create more effective activist campaigns.



CAITLIN STANTON

Director of Learning and Partnerships, Urgent Action Fund

Caitlin is the Director of Learning & Partnerships at the Urgent Action Fund, a rapid funder that responds within 72 hours to requests from women's rights and LGBTQ rights defenders. Previously, she served in several capacities for Global Fund for Women, including launching its learning and evaluation function. She has served on the Board of Directors of IDEX, a funder of sustainable economic and climate justice, and as an Advisor for Akili Dada, a Nairobi-based leadership program for girls. Her blogs and articles have been published by the International Human Rights Funders Group and the National Committee for Responsive Philanthropy, among others. She has studied in Okinawa, Japan and in Cape Town, South Africa.



VIVIANE V.

Research Group Culture and Sexuality (CuS)-Federal University of Bahia (UFBA)

viviane v. is a Master's Degree Candidate in Culture and Society (Federal University of Bahia—UFBA),

BAH in Economics (State University of Campinas—Unicamp) and a member of CuS (research group on Culture and Sexuality). Her main intellectual and political interests are transgender, queer, anti-colonial and feminist studies, and in utilizing knowledge from economics (such as tools for economic feasibility analysis) for sociopolitical changes. She has been involved in academic work related to gender identity issues and participates in academic projects and events, most recently presenting a paper at the ninth biennial meeting of the International Association for the Study of Sexuality, Culture and Society (IASSCS)

this year. Presenting work on behalf of her research group at this convening represents an important opportunity to enhance the group's material and institutional possibilities to foster trans* resistances beyond the academic realm.



"MITCH" SRI YUSMAR MOHD YUSOF

Senior Program Manager, PT Foundation

Yusmar Yusof @ Mitch has been the Senior Program Manager with PT Foundation since 2007. Mitch oversees

and manages three of PT Foundation's five programs: Positive Living Program, a support group and hospital peer support program for people living with and affected by HIV; Mak Nyah Program, a peer based drop-in center and outreach program for transgender women; and the Sex Worker Program, a peer based drop-in center and outreach program for street based female sex workers.

Mitch has extensive experience with issues related to managing, monitoring and evaluating community-based programs and has successfully designed and executed many projects such as drop-in centers, peer-outreach programs, a Transgender PSA, a self development workshop, and initiating a social media group for Malaysian transgender people. Mitch has been instrumental in the drafting of program and budget proposals to the Malaysian AIDS Council, and in helping to set up outcome and performance indicators for these programs. One of Mitch's many milestones was the drafting of a Standard Operating Procedure for consolidating the Positive Living Program, the Mak Nyah Program and the Sex Worker Program into one project called the Chow Kit Community Social Support Centre. Mitch has also conducted talks on HIV, sexual orientation and gender identity in universities, colleges and corporate organizations.



GITTA ZOMORODI

Program Officer, American Jewish World Service

Gitta joined AJWS in June 2005, and is currently the program officer for Uganda and Liberia. She manages a budget of almost \$1 million in grants

to implement strategies promoting sexual health and rights and natural resource rights in these two countries. Gitta has also served as a senior policy associate in AJWS's advocacy department with a focus on the crisis in Darfur, Sudan. In addition to Gitta's work with AJWS, she has worked with Middle Eastern immigrant and refugee women in the U.S., and refugee children from Bosnia-Herzegovina and the former Yugoslavia in Berlin. She holds an M.S.W. from Columbia University and a B.A. in political science from Oberlin College.

**KIMBERLY ZIESELMAN**

*Director of Advancement, Advocates
for Informed Choice*

Kimberly is a nonprofit professional with twenty years of experience in policy, advocacy and fundraising. After graduating from Suffolk University

Law School in 1993, she began her career as a policy analyst for the Massachusetts Joint House and Senate Committee on Health Care, and then worked in Government Relations for a variety of healthcare related nonprofits, including National Resolve, an infertility patient advocacy group, the MA Assisted Living Facilities Association and the Office of Child Advocacy at Children's Hospital in Boston. While at Children's, Kimberly advocated for children's health issues and lead the hospital's first strategy-driven government fundraising campaign, successfully bringing in over \$200 million in new revenue, and earning the National Association of Children's Hospital's Legislative Advocacy Award.

Since 2010, Kimberly has lived in York City with her husband Steven and two children where she has been working in nonprofit fundraising, and serves on the New York Women's Foundation Grant Advocacy Committee. Kimberly is intersex, and serves as an officer of the AIS-DSD Support Group Board of Directors, and was the 2013 host and organizer of the AIS-DSD annual conference in Boston.

Kimberly is passionate about advocating for the human rights of intersex children, and joined Advocates for informed Choice in March of 2013 where she directs fundraising and outreach initiatives, and assists with strategic planning and organizational development.

MAPPING DONORS ON THE STATE OF FUNDING ON TRANS* AND INTERSEX ISSUES

BACKGROUND BRIEFING FOR ADVANCING TRANS* MOVEMENTS WORLDWIDE

INTRODUCTION

The future for trans* and intersex funding is bright. While current support is worryingly low, there are growing numbers of donors committed to these issues and a stated intention from existing donors to increase funding. This increase in donor interest is a reflection of growing evidence of human rights abuses suffered by these communities, but also a response to the growing vibrancy of the trans* and intersex movements and activism. The growing number of networks and organizations that are trans* and intersex—led has brought energy and visibility to issues previously obfuscated under the broad umbrella of “LGBTI” organizing. A recent survey by American Jewish World Service and Global Action for Trans* Equality found that the majority of more than 300 trans* or intersex—led groups were founded after 2005 and almost 1 in 3 were founded since 2010.¹ Political gains such as progressive national legislation in Argentina on changing gender in official state documents, or the inclusion of intersex as a protected ground under federal anti-discrimination legislation in Australia highlight the impact of this activism.

The donor world increasingly focuses on funding strategies that are aligned with and supporting communities’ own responses. This is coupled with a recognition that better collaboration between donors and activists is required to maximize the impact of resources. This briefing aims to provide information about the current state of funding on trans* and intersex issues, and identify critical issues for discussion between donors and activists at *Advancing Trans* Movements Worldwide: A Meeting for Funders & Activists Working on Gender Diversity*. The ultimate aim is to increase the funding levels to have a measurable impact on overcoming human rights abuses, social exclusion and other issues faced by these communities, and to improve the way organizations and leaders are supported.

¹ Einfeld, J, Gunther, S and Shlasko, D. (2013) *The State of Trans* and Intersex Organizing: A case for increased support for growing but under-funded movements for human rights*. New York: Global Action for Trans* Equality and American Jewish World Service.

METHODOLOGY

The author of this briefing, Heather Doyle, worked with staff from Open Society Foundations, Global Action for Trans* Equality and Wellspring Advisors to design an electronic survey that provided the basis for the report's findings. The survey was aligned with a separate survey on the funding levels and experience of trans* and intersex led organizations conducted in the same period by Global Action for Trans* Equality and American Jewish World Services.

The electronic survey was sent to 23 public and private foundations and 15 government donors either known to be funding on trans* and/or intersex issues internationally (in more than one country), or who may likely fund on these issues due to their prior funding priorities. Donors who only fund domestically would not have been included. International organizations and other sources of private funding (public-private partnerships, individual donations, etc.) were not included. There were 23 total respondents out of the 38 invitations (60%), 16 public or private foundations, 6 bilateral donors (2 of which are different departments within the same government). Two respondents do not currently fund on trans* or intersex, and one of these two has the intention to start funding on trans* issues in 2014. The survey asked a series of up to 65 questions to ascertain the level and type of funding on transgender issues, and separately on intersex issues. Not all respondents answered all questions, and the analysis may reflect totals of respondents depending on the question.

The data has limitations. Given that the distribution was by invitation only, there is a bias as to the types of funding organizations that were included: those that are known by the survey sponsors predominantly work in the field of human rights and sexual rights. It was extremely difficult for many foundations and agencies to report total amounts of funding on trans* and intersex because systems are not currently established to track grants by these population groups or the data is subsumed in general reporting on LGBTI or other issues. In some cases, particularly for bilaterals, because the funding is spread over so many programs and initiatives, the tracking is even more

TERMINOLOGY

Trans*

People who transgress gender norms, many of whom face human rights issues as a result. Trans* people includes those people who have a gender identity which is different to the gender assigned at birth and/or those people who feel they have to, prefer to or choose to – whether by clothing, accessories, cosmetics or body modification – present themselves differently to the expectations of the gender role assigned to them at birth.

Intersex

A variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male.

Committed funds

Defined as funds allocated to an activity or project based on a commitment document, but where the funds may not have been allocated.

Trans* or intersex-led group

A program, initiative or organization where the majority of financial and/or programmatic decision-makers are trans* or intersex identified.

Funding levels on trans* issues are extremely low compared to the needs of the movement, but more than 50% of respondents started funding on trans* issues since 2008 and 75% of respondents currently giving on trans* issues reported that they intend to increase giving in 2014.

challenging. The total funding amounts reported for 2012 were for committed funds – defined as funds allocated to an activity or project based on a commitment document, but where the funds may not have been allocated. As a result, the data may not capture multi-year projects where funds were committed in earlier years and dispersed in 2012. Additionally, the average grant totals may not reflect an annual calendar and therefore could be deflated if for a multi-year project. At the same time, there is the risk for duplication of grant amounts as some of the donors sub-grant through other intermediaries or foundations that also participated in the survey. This risk was accounted for by asking groups to report if they used intermediaries, and if so, to list the intermediaries. In the one case of an existing conflict, the data from the intermediary was prioritized as that group is closer to the actual allocation of funds to groups on the ground.

Survey respondents reported figures in the currency in which they work: 12- US dollar, 4- Euro, 1- British pound, 1- Norwegian Kroner. If not originally reported in US dollar, the amounts were converted into US dollar using the conversation rate on October 23, 2013.

FUNDING ON TRANS* ISSUES

HOW MUCH ARE DONORS GIVING?

The current reported total level of committed 2012 funding on trans* issues is \$2,372,000, representing the reported figures of 11 of the 20 survey respondents that fund specifically on trans* issues. Due to the difficulty of reporting fund contributions specifically for these population groups, it is likely an under-representation of the funding of all 22 donors who participated in the survey. However, many of the largest known bilateral and foundation donors did report data, and if reported amounts are doubled, it still leaves global funding amounts for trans* issues at less than \$5 million. This data is also comparable to a 2010 survey by the Foundation Center which found that only \$1.7 million or 0.14% of the \$1.2 billion going to human rights funding was dedicated to both trans* and intersex issues.²

Specific funding on trans* issues is relatively new. Astraea was the first surveyed donor to initiate trans* funding in 1994, and over 50% of respondents currently funding on trans* issues started

2 http://foundationcenter.org/gainknowledge/research/pdf/humanrights_lgbt.pdf

since 2008 (10 of 19). Of the two survey respondents that do not currently fund on trans* issues, one reported that they will begin doing so in 2014 or 2015.

Funding levels for most existing donors have increased in 2012 or will increase in 2014 or 2015. Asked whether the funding on trans* issues had increased, decreased or stayed about the same since the year prior (2011) – 50% (10 of 20 respondents) reported funds had increased, 45% (9 of 20) reported that funds stayed about the same, and only one reported that funds had decreased. When asked about projected levels of funding in 2014, 75% (14 of 19) of respondents said they intended to increase money to trans* issues, 4 reported maintaining the same levels, and only one reported decreasing. Significantly, five of the donors that are increasing funds to trans* issues in 2014 had reported maintaining the same funding levels in 2013. The donor that reported decreasing levels in 2012 and in the future for trans* and intersex is one of only two donors where funds allocated for trans* people are more than 10% of the agency's overall funding, and is currently the second biggest giver on trans* and intersex issues. The funding, however, is limited to Europe.

2012: FUNDING TREND

Did funding increase, decrease or stay about the same since the year prior?

ON TRANS* ISSUES (20 RESPONDENTS)



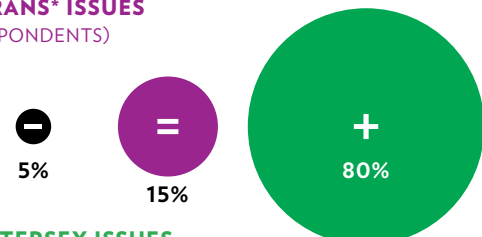
ON INTERSEX ISSUES (12 RESPONDENTS)



2014: FUNDING TREND

Do you plan to increase, decrease or maintain the same level of funding?

ON TRANS* ISSUES (19 RESPONDENTS)



ON INTERSEX ISSUES (12 RESPONDENTS)



REFERENCES: DECREASE STAY THE SAME INCREASE

Donors were also asked about what trans* funding represents in terms of total percentage of organizational budget. For 50% of the total respondents to this question (9 of 18), trans* funding represents between 0-1% of their organizational budget, and for two organizations, trans* funding is 10-25% of the organizational budget. There were no organizations where the trans* funding was more than 25% of their organizational budget.

The median grant size for a typical grant on trans* issues is \$30,000.

Trans* led groups receive, on average, two-thirds the funding that LGBTI advocacy, HIV, or other organizations receive to work on trans* issues. The profile of groups funded on trans* issues often reflect the portfolios where the trans* work is managed—predominantly LGBTI Rights, Sexual Health and Rights, and HIV.

WHAT IS THE SIZE OF GRANTS?

There is great variation in the sizes of grants given on trans* issues. The largest grant sizes reported for trans* work spanned from the high of \$1,092,284 to a low of \$5,000, median figure of \$60,000, and an average of \$170,000. The reported typical grant sizes ranged from a high of \$335,000 to \$5,000, with the median being \$30,000 and the average \$60,000. The highest reported figures for the largest grant given and the typical grant size are from a donor who limits funding to Europe.

WHO IS BEING FUNDED?

Trans* led groups have advocated for direct funding, as opposed to funding to LGBTI, HIV or other organizations, in order to best meet the needs of their communities. Ninety percent of respondents (18 of 20) fund trans*—led groups directly or indirectly (through intermediaries). Of the 15 respondents who reported grants data, the number of trans*—led grantees was between the low of 1 grantee and the high of 20 grantees, with a median of 5 and an average of 7. The reported typical grant amount to trans*-led groups ranged from a high of \$242,000 and low of \$5,000, the median being \$20,000 and the average \$48,000. The average grant size to self-led trans* groups is \$10,000 less or two-thirds the typical grant size to other groups working on trans* issues.

GRANT SIZES: TRANS*

SAMPLE: 19 RESPONSES

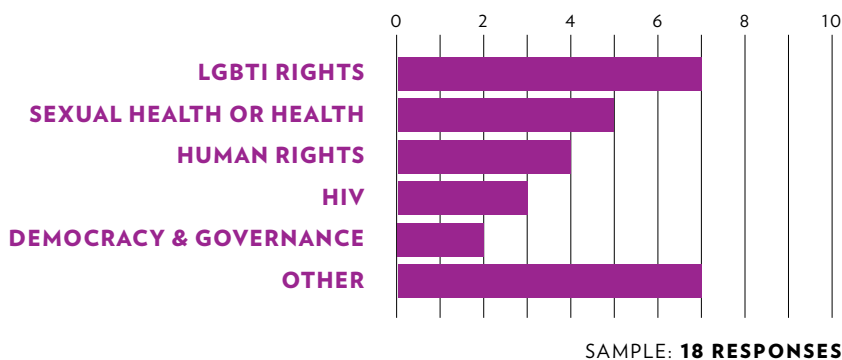
Median of average grant size



When asked about the types of organizations that funders typically support to advance their trans* or intersex work (outside of trans* or intersex—led groups), the most common response was LGBTI rights advocacy groups. Legal service organizations figured prominently in the funding, as well as capacity building organizations. For trans* issues, LGBTI service organizations were also important, although HIV/AIDS advocacy and services organizations represented only 17% (3 of 18 respondents) and 6% (1 of 18 respondents) of types of groups supported.

The types of groups funded aligns with the portfolios where trans* issues are most commonly managed: trans* funding most often sits within an agency's portfolio on LGBT (7), Sexual Health or Health (5), Human Rights (4), HIV (3), Democracy and Governance (2) and other (7) which includes general grants fund, religion, arts funding. Six donors reported that their trans* and intersex funding was based on a specific government direct or policy, five of which were government funded agencies where the policy directive was related to LGBTI rights and one case related to an HIV policy. For this group of donors, advocacy was overwhelmingly the most active funding focus, as compared to direct services.

PORTFOLIOS OR ISSUE AREAS IN CHARGE OF MAKING GRANTS: TRANS*

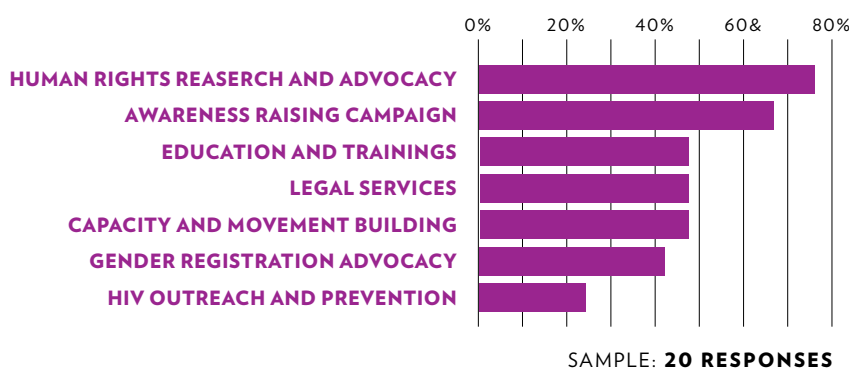


WHAT IS BEING FUNDED?

Seventy six percent of donor respondents funding trans* issues support human rights research and advocacy (16 of 21 respondents), most closely followed by awareness raising campaigns (67%, 14 of 21). Forty eight percent, or 10 of 21 donors, each reported funding on education and training (for example with police, service providers, doctors), legal services (legal defense, court cases, strategic

Human rights research and advocacy was the most supported area of work on trans* issues, while issues on education, youth, religion and direct health care were among the least prioritized areas of support.

MOST COMMON FUNDING ISSUES: TRANS*



Eastern Africa is the top regional priority, while Middle East and North Africa, Central Asia and the Caribbean are amongst the least funded regions.

litigation, lawyer's fees etc.), and capacity and movement building. Nine of the 21 respondents fund on gender registration advocacy, and five on HIV/AIDS outreach and prevention. Areas of funding that were not prioritized for trans* included education, arts and culture, and religion, youth and direct health care not related to HIV. Direct health care not being prioritized could be more a function of the over-representation of human rights funders in the survey – but is notable given the generally high priority of access to health care for trans* communities.

WHERE ARE DONORS FUNDING ON TRANS* ISSUES?

The region where the highest number of respondent donors are active for trans* issues is Eastern Africa, followed by Asia and Latin America. North America was the least funded region, but as noted in the methodology, only donors working internationally were included so those funding domestically were excluded. While some donors are funding at local, national, regional and international levels, 74% of respondents (14 of 19) funding on trans* issues give to groups working at national level, 52% for local groups (10 of 19). International funding was the last priority for the respondent donors.

PARTICIPATING DONORS, BY REGION: TRANS* FUNDING



There is a clear distinction in the way that bilaterals, or government funders, work and the way that foundations work. All bilaterals fund through intermediaries, while three of the 15 private or public foundation donor respondents on this question use intermediaries.

For this report, an intermediary is an organization that manages the re-granting for another donor according to an agreed upon proposal or framework. Working through intermediaries doesn't necessarily change the type of funding but does implore understanding the nature of these partnerships in order to understand and, in turn, impact on the way funding is being allocated.

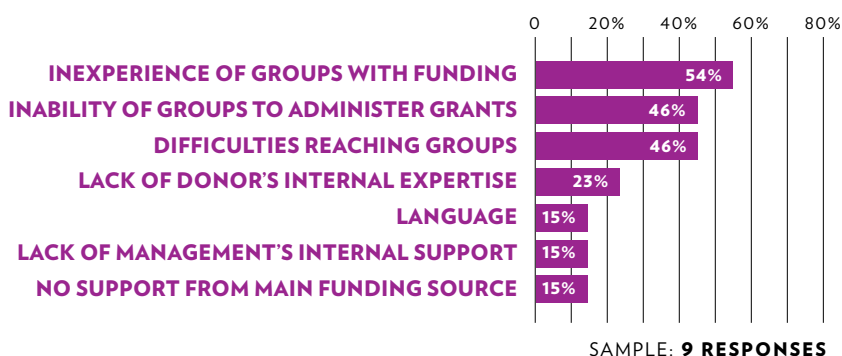
WHAT ARE THE BARRIERS TO FUNDING TRANS*-LED GROUPS?

The main difficulties reported by donors in funding trans*-led groups relates to challenges of supporting a nascent movement: the limited capacity of trans* groups to either receive the funding administratively, or to do the core type of work that donors fund (i.e. advocacy).

Of the 9 respondents to this question, the most reported issue was the inexperience of trans* groups with funding (54%, 7 of 9 respondents), followed by the groups not being able to administer the size of grants typically given (46%, 6 of 9), difficulties reaching groups (46%, 6 of 9), and a lack of internal knowledge and expertise on trans* issues (23%, 3 of 9). Other reported difficulties by some donors included language (15%, 2 of 9), no internal support from management for increased funding (15%, 2 of 9), and no support from main funding source (15%, 2 of 9). One funder spoke about the reluctance of other donors to provide core support to groups as a direct obstacle to increasing their own funds, due to the overreliance of groups on their support and the need for them to show diversification of funding sources to their board.

The main reported challenges to funding trans*-led groups was the inexperience of groups with funding, as well as difficulty in actually identifying groups.

BARRIERS TO FINDING TRANS* GROUPS



The challenges might point to the need for donors to be flexible in the way that they fund trans*-led groups, and perhaps initially focusing on building their organizational capacity prior as part of

Project support is still the majority of funding available on trans* issues, and conference attendance was the most common support offered next to grant making.

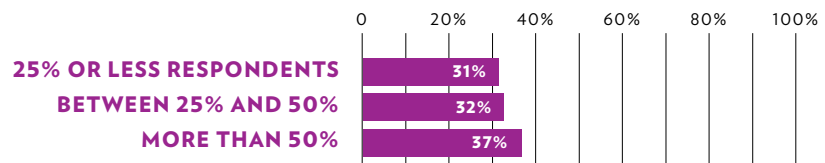
the long-term advocacy and human rights funding objectives. The findings also indicate that there could be more collaboration and innovation between the trans* movement and donors in making the work of groups known, particularly to donors that aren't based in the region where they are funding.

HOW ARE DONORS FUNDING?

While responding donors are generally giving both project funding and general operating support grants, there is still a preference for project support. More than 57% of respondents (9 of 16) reported that more than 50% of their funding was for project grants, while only 37% (6 of 16) reported that more than 50% of their funding was for general operating support. The funders offering the majority of their support (75-100%) as general capacity grants were all foundations, while all the bilaterals reported that the vast majority of their funding was for project support.

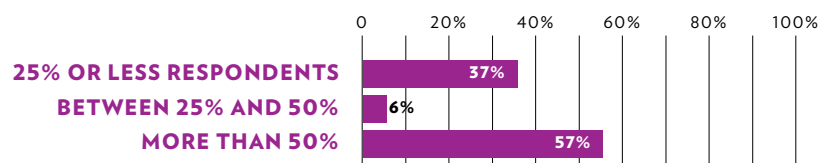
GENERAL vs. PROJECT SUPPORT: TRANS*

Donors funding General Support



PROJECT vs. GENERAL SUPPORT: TRANS*

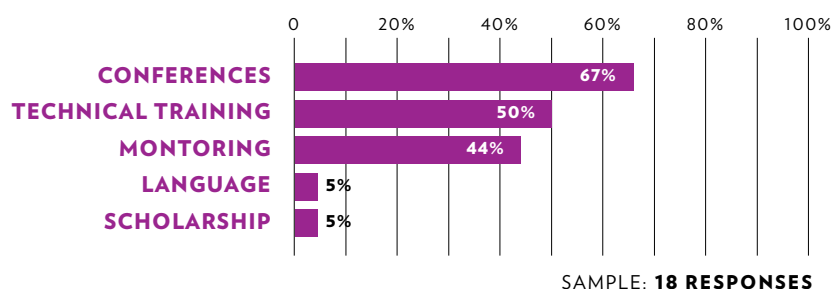
Donors funding Project Support



SAMPLE: 16 RESPONSES

In addition to grant support, many respondents offer capacity building support to trans* -led groups. The most common additional support was overwhelmingly conference support, with 67% of donors making this available. The next two common types of support were technical trainings and mentoring, with limited scholarship and language support.

TYPES OF CAPACITY BUILDING SUPPORT OFFERED: TRANS*



FUNDING ON INTERSEX ISSUES

HOW MUCH ARE DONORS GIVING?

The current reported total level of committed 2012 funding on intersex issues is \$270,500 representing the reported figures of 6 respondents on intersex funding. The year 2000 saw the first intersex specific grants from Astraea; of the nine additional donors reporting start dates on intersex funding, all started since 2008 and five since 2012.

Funding levels for most existing donors on intersex issues have increased in 2012 or will increase in 2014 or 2015. Asked whether the funding on intersex issues had increased, decreased or stayed about the same since the year prior (2011) 50% (6) respondents reported funds increased, 42% (5) reported funds stayed about the same, and one reported decreasing. Fifty percent (6 of 12) of respondents envisioned increasing money to intersex issues, 42% (5) intend to maintain the same levels of funding, and one donor will decrease. Asked about the level that intersex funding represents in terms of total percentage of organizational budget, only one foundation, that has a mission specifically on supporting the LGBTI and sex worker movement, reported that intersex funding exceeds 1% of their overall funding. For the remaining 12 respondents (92%), funding on intersex remains at less than 1% of their organizational budget.

Funding for intersex issues in 2012 totaled less than \$300,000, but 6 of the 12 donors intend to increase funding in 2014.

WHAT IS THE SIZE OF GRANTS?

The largest grant size reported on intersex issue was \$75,000 and the smallest \$4,650, with a median of \$15,000 and an average of \$26,000. The typical reported grant size ranged from \$1,000 to \$65,000, \$5,600 being the median and \$20,300 the average.

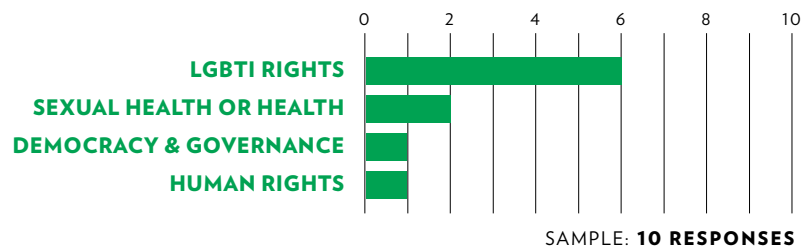
The median grant size for a typical grant on intersex issues is \$15,000.

Awareness raising campaigns and human rights advocacy were the most supported area of work on intersex issues, while issues on education, religion and arts and culture were among the least prioritized areas of support.

WHO IS BEING FUNDED?

Seven of the 13 respondents, or 54%, reported funding intersex-led groups. When asked about the types of organizations that funders typically support outside of intersex-led groups to advance this work, similar to trans* issues, LGBTI right advocacy groups, legal service organizations, and capacity building organizations were the most common. Intersex funding most often sits within an agency's portfolio on LGBTI rights (6 of the 10 respondents), sexual health program (2), democracy and governance (1) and human rights (1).

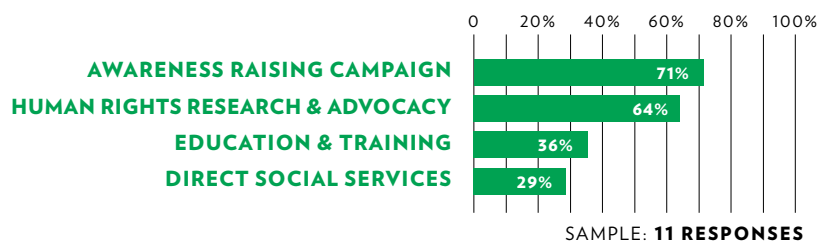
PORTFOLIO OR ISSUE AREAS IN CHARGE OF MAKING GRANTS: INTERSEX



WHAT IS BEING FUNDED?

The most common responses by donors funding intersex was awareness raising campaigns (71%, 10 of 14), human rights research and advocacy (64%, 9 of 14), education and training (for example with police, service providers, doctors) (36%, 5 of 15), and direct social services: support groups, counseling, vocational/job training, literacy, etc. (29%, 4 of 15). Areas of funding that were not prioritized for intersex included education, arts and culture, and religion.

MOST COMMON FUNDING ISSUES: INTERSEX

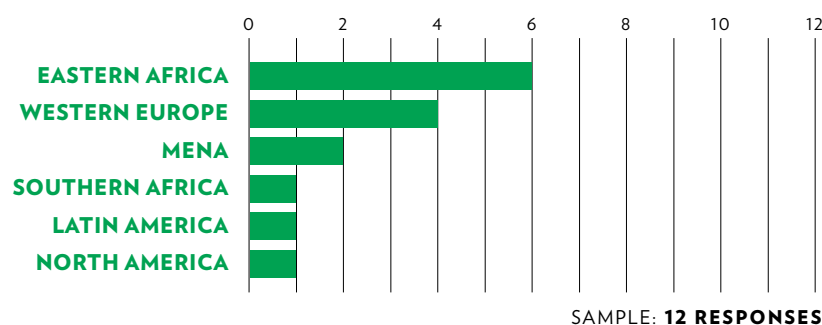


WHERE ARE DONORS FUNDING?

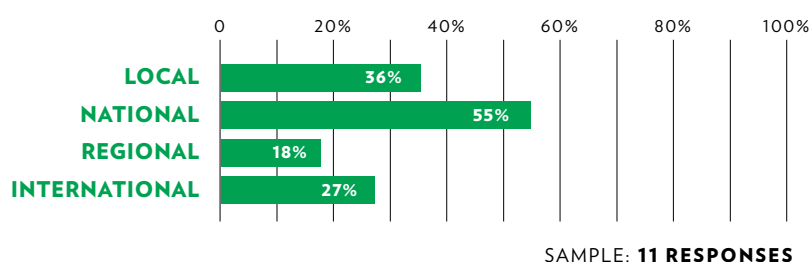
The region where the highest number of respondent donors is active for intersex issues is Eastern Africa, with Uganda specifically mentioned by four of the twelve respondents. As with trans*, the biggest percentage of funders work at the national level (55%, 6 of 11 respondents), followed by funding to local groups (36%, 4 of 11) groups. International funding was, again, the last priority for the respondent donors.

Eastern Africa is the top regional priority, followed by Western Europe, and Middle East and North Africa. Other areas where there is funding are Southern Africa, Latin America and North America.

PARTICIPATING DONORS, BY REGION: INTERSEX



SCALE OF PROJECTS FUNDED: INTERSEX



WHAT ARE THE BARRIERS TO FUNDING INTERSEX-LED GROUPS?

The main obstacles reported to funding intersex groups was reaching the groups (89%, 8 of 9 respondents), followed by lack of internal knowledge or expertise on intersex (44%, 4 of 9), and inexperience of groups with funding (22%, 2 of 9).

The main reported challenge to funding intersex groups was reaching the groups.

BARRIERS TO FUNDING INTERSEX GROUPS



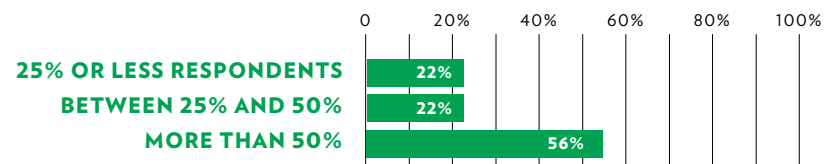
General operating support represents the majority of funding available to intersex issues, and conference attendance was the most common support offered next to grant making.

HOW ARE DONORS FUNDING?

Nearly 65% of respondents, or 5 of 8, preferred to give general operating support on intersex issues, and only 2 respondents give more than 50% of their funding as project support. The fact that intersex groups were more likely to receive general operating support is not necessarily indicative of more confidence in these groups. It could be that donors can't give funds to LGBTI groups for project work on intersex as not many have initiated work on intersex issues. The most common additional support to grant money was conference support, followed by technical trainings and mentoring, with limited scholarship support.

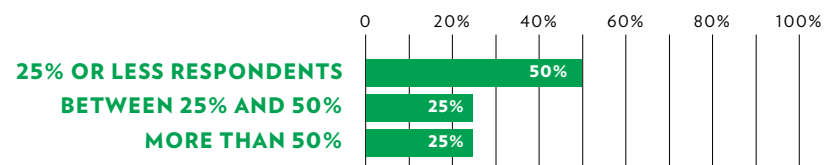
GENERAL vs. PROJECT SUPPORT: INTERSEX

Donors funding General Support



PROJECT vs. GENERAL SUPPORT: INTERSEX

Donors funding Project Support



SAMPLE: 8 RESPONSES

LOOKING FORWARD

The data from this report is indicative of trends and issues in how the trans* and intersex movements are supported. This meeting is an opportunity for donors and activists concerned with the rights of these communities to better understand the issues, and to work collaboratively to find and support effective solutions. Some questions for consideration are listed below.

How can we bring new donors into this funding arena?

Funding levels to address the issues facing trans* and intersex communities are likely to increase. Most current funders included in the survey stated intentions to increase funding levels in the near future. However, current funding levels are so abysmal that addressing the grave human rights needs calls for a dramatic increase in the level of funding. This will likely require pulling new donors into the field that are aligned with the articulated needs of trans* groups. This could be, for example, funds focused on universal health care, poverty reduction, livelihood programs, and citizenship issues.

Given that trans* and intersex issues are currently conceptualized within donor portfolios on LGBTI Rights, Human Rights, Sexual Rights and other issues – what other intersectionalities should be considered to expand funding to trans* and intersex organizations?

While largely situated in LGBTI or Sexual Health portfolios, trans* and intersex issues could inform other areas of funding. The analysis of marginalization and abuse trans* and intersex individuals face informs power struggles on race relations, women and girl's rights, youth rights, minority rights, migrant and immigrant rights, and many others. The response that trans* and intersex communities are pushing includes civil society and citizen participation, access to justice, health care access and delivery and policy reform, access to education, poverty reduction, prison reform, HIV, employment and livelihood services and policies, among others. To help with promoting more inter-sectorial and cross-issues responses, donors should consider whether they could better track the funds going to support trans* and intersex communities. Additionally, trans* and intersex work should be better integrated into other donor portfolios.

Given that trans* and intersex issues are currently conceptualized within donor portfolios on LGBTI Rights, Human Rights, Sexual Rights and other issues – what other intersectionalities should be considered to expand funding to trans* and intersex organizations?

**What is the importance of investing in trans* or intersex-led groups?
What leadership strategies should be invested in towards the aim of supporting self-led groups?**

Many donors are providing additional capacity building support, or are funding organizations dedicated to capacity building, as a critical part of their strategy. An analysis of this support would be useful in terms of effectiveness to address the most critical capacity needs identified by groups. It should also be compared with data on what trans* and intersex led groups reported to be most needed and useful in terms of type of support and the ways it is delivered.

Donors are very interested in supporting self-led groups, and have already offered substantial levels of support. There still remains, however, a significant gap in the level of funding offered to groups working on trans* issues that could be LGBTI, HIV or other types of organizations, and those that are trans-led. Donors themselves identified some real barriers to funding self-led groups, including their own organizational and/or staff capacity. As part of the discussion on supporting these movements, agencies should consider how they are staffing this work and also including trans* and intersex experts in the development, monitoring and evaluation of funding portfolios.

WHO IS FUNDING WHAT?

SERVICE PROVISION	TRANS*	INTERSEX
HIV/AIDS RELATED OUTREACH AND PREVENTION	<ul style="list-style-type: none"> • amfAR • Australian Department of Foreign Affairs and Trade • Elton John AIDS Foundation • Hivos • United States Agency for International Development 	
HIV/AIDS TREATMENT AND OTHER SERVICES	<ul style="list-style-type: none"> • amfAR • Australian Department of Foreign Affairs and Trade • Elton John AIDS Foundation • United States Agency for International Development 	
DIRECT HEALTHCARE NOT RELATED TO HIV/AIDS: HORMONE PRESCRIPTION, DOCTOR'S CLINIC, SURGERY, THERAPY, ETC.	<ul style="list-style-type: none"> • amfAR • United States Agency for International Development 	<ul style="list-style-type: none"> • UHAI EASHRI
DIRECT SOCIAL SERVICES: SUPPORT GROUPS, COUNSELING, VOCATIONAL/JOB TRAINING, LITERACY, ETC.	<ul style="list-style-type: none"> • Dutch Ministry of Education—Culture and Sciences—Department for Gender and LGBT Equality, • Fund for Global Human Rights • Hivos • Mama Cash • United States Department of State, Democracy, Human Rights and Labor • UHAI EASHRI 	<ul style="list-style-type: none"> • Fund for Global Human Rights • Hivos • Mama Cash
LEGAL SERVICES: LEGAL DEFENSE, COURT CASES, STRATEGIC LITIGATION, LAWYER'S FEES ETC.	<ul style="list-style-type: none"> • Ford Foundation • Freedom House • Fund for Global Human Rights • Hivos • Mama Cash • Open Society Foundations • Sigrid Rausing Trust • United States Agency for International Development • United States Department of State, Democracy, Human Rights and Labor 	<ul style="list-style-type: none"> • Freedom House • Fund for Global Human Rights • Mama Cash • Sigrid Rausing Trust
EMERGENCY SERVICES	<ul style="list-style-type: none"> • Freedom House • United States Department of State, Democracy, Human Rights and Labor • Urgent Action Fund 	

WHO IS FUNDING WHAT? (CONTINUED)

ADVOCACY	TRANS*	INTERSEX
HUMAN RIGHTS RESEARCH AND ADVOCACY	<ul style="list-style-type: none"> • Dutch Ministry of Education—Culture and Sciences—Department for Gender and LGBT Equality • Freedom House • Fund for Global Human Rights • Heinrich Boell Foundation • Hivos • Levi Strauss Foundation • Mama Cash • Norwegian Ministry of Foreign Affairs • Open Society Foundations • Sigrid Rausing Trust • UHAI EASHRI • United States Agency for International Development • United States Department of State, Democracy, Human Rights and Labor 	<ul style="list-style-type: none"> • Dreilinden gGmbH • Freedom House • Fund for Global Human Rights • Heinrich Boell Foundation • Mama Cash • Norwegian Ministry of Foreign Affairs • Sigrid Rausing Trust • UHAI EASHRI
WOMEN'S RIGHTS / GENDER /FEMINISM	<ul style="list-style-type: none"> • Freedom House • Hivos • Mama Cash • Urgent Action Fund for Women's Human Rights 	<ul style="list-style-type: none"> • Freedom House • Mama Cash • Sigrid Rausing Trust
AWARENESS-RAISING CAMPAIGNS	<ul style="list-style-type: none"> • amfAR • Dutch Ministry of Education—Culture and Sciences—Department for Gender and LGBT Equality • Freedom House • Fund for Global Human Rights • Heinrich Boell Foundation • Mama Cash • Open Society Foundations • Sigrid Rausing Trust • Urgent Action Fund for Women's Human Rights • USAID Office of HIV/AIDS • UHAI EASHRI • United States Agency for International Development • United States Department of State, Democracy, Human Rights and Labor 	<ul style="list-style-type: none"> • Dreilinden gGmbH • Freedom House • Fund for Global Human Rights • Heinrich Boell Foundation • Hivos • Mama Cash • Open Society Foundations • Sigrid Rausing Trust • UHAI EASHRI

WHO IS FUNDING WHAT? (CONTINUED)

ADVOCACY	TRANS*	INTERSEX
EDUCATION AND TRAINING: WITH POLICE, DOCTORS, SERVICE PROVIDERS ETC.	<ul style="list-style-type: none"> • Dutch Ministry of Education—Culture and Sciences—Department for Gender and LGBT Equality • Ford Foundation • Freedom House • Hivos • Mama Cash • Open Society Foundations • Sigrid Rausing Trust • USAID Office of HIV/AIDS 	<ul style="list-style-type: none"> • Freedom House • Mama Cash • Open Society Foundations • Sigrid Rausing Trust
HEALTH POLICIES: ICD REFORM, HEALTH INSURANCE REGULATIONS ETC.	<ul style="list-style-type: none"> • amfAR • Dutch Ministry of Education—Culture and Sciences—Department for Gender and LGBT Equality • Ford Foundation • Hivos • Mama Cash • Open Society Foundations • Sigrid Rausing Trust 	<ul style="list-style-type: none"> • Mama Cash • Open Society Foundations
GENDER REGISTRATION: BIRTH CERTIFICATES, PASSPORTS ETC.	<ul style="list-style-type: none"> • Dutch Ministry of Education—Culture and Sciences—Department for Gender and LGBT Equality • Fund for Global Human Rights • Hivos • Mama Cash • Open Society Foundations • Sigrid Rausing Trust • Urgent Action Fund for Women's Human Rights 	<ul style="list-style-type: none"> • Mama Cash
OTHER LEGAL/POLICY REFORM	<ul style="list-style-type: none"> • Dutch Ministry of Education—Culture and Sciences—Department for Gender and LGBT Equality • Ford Foundation • Freedom House • Fund for Global Human Rights • Mama Cash • Open Society Foundations • Sigrid Rausing Trust • Urgent Action Fund for Women's Human Rights 	<ul style="list-style-type: none"> • Mama Cash • Sigrid Rausing Trust

WHO IS FUNDING WHAT? (CONTINUED)

OTHER ISSUES	TRANS*	INTERSEX
COMMUNITY DEVELOPMENT AND ORGANIZING	<ul style="list-style-type: none"> • Dutch Ministry of Education—Culture and Sciences—Department for Gender and LGBT Equality • Freedom House • Hivos • Mama Cash • Open Society Foundations • United States Agency for International Development • United States Department of State, Democracy, Human Rights and Labor 	<ul style="list-style-type: none"> • Mama Cash • Open Society Foundations
GENDER REGISTRATION: BIRTH CERTIFICATES, PASSPORTS ETC.	<ul style="list-style-type: none"> • Dutch Ministry of Education—Culture and Sciences—Department for Gender and LGBT Equality • Fund for Global Human Rights • Hivos • Mama Cash • Open Society Foundations • Sigrid Rausing Trust • Urgent Action Fund for Women's Human Rights 	<ul style="list-style-type: none"> • Freedom House • Mama Cash • UHAI EASHRI
LIVELIHOODS/ECONOMIC DEVELOPMENT	<ul style="list-style-type: none"> • amfAR • Dutch Ministry of Education—Culture and Sciences—Department for Gender and LGBT Equality • Freedom House • Hivos • UHAI EASHRI 	
CAPACITY/MOVEMENT BUILDING	<ul style="list-style-type: none"> • amfAR • Dutch Ministry of Education—Culture and Sciences—Department for Gender and LGBT Equality • Fund for Global Human Rights • Hivos • Mama Cash • Open Society Foundations • Urgent Action Fund for Women's Human Rights • United States Department of State, Democracy, Human Rights and Labor • United States Agency for International Development 	<ul style="list-style-type: none"> • Dutch Ministry of Education—Culture and Sciences—Department for Gender and LGBT Equality • Freedom House • Fund for Global Human Rights • Mama Cash

WHO IS FUNDING WHAT? (CONTINUED)

OTHER ISSUES	TRANS*	INTERSEX
YOUTH	<ul style="list-style-type: none"> • Dutch Ministry of Education—Culture and Sciences—Department for Gender and LGBT Equality • Freedom House 	<ul style="list-style-type: none"> • Freedom House
EDUCATION	<ul style="list-style-type: none"> • Dutch Ministry of Education—Culture and Sciences—Department for Gender and LGBT Equality 	<ul style="list-style-type: none"> • Hivos
RELIGION	<ul style="list-style-type: none"> • Freedom House 	<ul style="list-style-type: none"> • Freedom House

ANNEX: LIST OF SURVEY CONTRIBUTORS

American Jewish World Service

amfAR, Foundation for AIDS Research - GMT Initiative

Arcus Foundation

Astraea Lesbian Foundation for Justice

Australian Department of Foreign Affairs and Trade

Dreilinden gGmbH

**Dutch Ministry of Education, Culture and Sciences,
Department for Gender and LGBT Equality**

Elton John AIDS Foundation

Ford Foundation

Freedom House

Fund for Global Human Rights

Heinrich Boell Foundation

Hivos

Levi Strauss Foundation

Mama Cash

Open Society Foundation

Norwegian Ministry of Foreign Affairs

Sigrid Rausing Trust

UHAI EASHRI

**United States Department of State, Democracy, Human
Rights and Labor (DRL)**

Urgent Action Fund for Women's Human Rights

United States Agency for International Development

