

Call for Applications: Consultancy to develop best practice guidelines for inclusion of transgender people in the development of HIV National Strategic Plans

Application Deadline: 5:00 pm CET, January 15, 2021

Location: Home-based / Remote

Language required: English, additional Spanish and/or Russian fluency preferred

We encourage applications from trans, gender diverse and intersex people, Black, indigenous and Latinx people and people of color, D/deaf and disabled people, people from a migrant background, and sex workers.

Background

In every country with available data, transgender populations are among the most at-risk groups for HIV. In 2017, global HIV prevalence among transgender people was approximately 13 times higher than among cisgender adults of reproductive age.¹ Despite this, transgender populations are frequently not included in national data collection efforts or recognized by national governments as priority populations in their HIV responses. As a result, meaningful inclusion of trans people in National Strategic Plans (NSPs) is rare, and this exclusion continues to contribute to poor HIV-related health outcomes among the population and to comparatively low levels of trans-specific funding and programming.

Donors are increasingly prioritizing funding for interventions that are included in NSPs, so justifying inclusion of priorities not aligned with NSPs is burdensome and challenging. As such, where it has been accomplished, inclusion of trans populations in NSPs has helped to increase both domestic and international funding for trans communities.

GATE seeks to address the exclusion gap by developing best practice guidelines for the community and governments to increase the meaningful engagement of trans people in the development of NSPs.

¹ UNAIDS. "Miles to go – closing gaps, breaking barriers, righting injustices". 2018:111.

Scope of Work

Consultant will gather the necessary information to create a community-generated guide for meaningful transgender inclusion in NSPs and their development. The consultant will achieve the task by conducting a survey, key informant interviews and obtaining country case studies.

- **Survey:** Develop an electronic survey for the trans community from every global region to solicit information on current levels of community engagement in NSPs, stating what would constitute meaningful engagement, and what needs to be done to reach such a goal. The survey is to be developed in partnership with regional trans networks and will be distributed by GATE to activists and organizations.
- **Interviews:** Conduct key informant interviews and focus group discussions with activists, government officials, donors and community representatives of organizations in the targeted regions to build on the information obtained in the survey.
- **Country Case Studies:** Study the situation more closely in several countries with varied context of inclusion and legal realities of trans people.

Using the above, the consultant will develop two best practice guides: one for community and one for governments. Both guides should include case studies.

- **A best-practice guide for community activists:** In addition to guidance on what constitutes meaningful inclusion in NSPs, this document will focus on action steps and provide the tools that transgender community groups and activists can employ to improve their meaningful engagement in NSP processes.
- **A best-practice guide for national governments:** This guide will include clear steps and example language that governments can use to facilitate and foster the involvement of trans communities in NSP processes and in the documents themselves.

Deliverables

- Timeline and plan.
- Online survey.
- Best practice guide for community activists.
- Best practice guide for national governments.

Requirements

- In-depth understanding of transgender issues. Specific understanding relating to national and regional HIV responses in Southern & Eastern Africa, Eastern Europe and Asia is an asset.
- In-depth practical knowledge of National Strategic Plans development and engagement processes.
- Knowledge of the global HIV response, particularly regarding engagement of key populations.
- Ability to work remotely in an independent, responsible and timely way.
- Experience in developing and delivering manuals and guidelines with community input.

Selection Process

GATE will select the consultant based on proposals from interested applicants.

Submit the following to the emails listed below with the suggested subject line by 5:00 pm CET on or before January 15, 2021:

Email: to: ecastellanos@gate.ngo, cc: czaccagnino@gate.ngo

Subject line: Surname – NSP Consultancy (e.g. Smith – NSP Consultancy)

- **A letter of interest.**
- **Financial proposal.**
- **Curriculum Vitae, including name and contact details of two references.**

About GATE

GATE is an international organization working on gender identity, gender expressions and sex characteristics. It was founded in 2009, and it is registered in New York (USA). GATE programmatic work is organized around four main areas: Depathologization, HIV, Movement Building and UN, with a cross-cutting emphasis on socio-economic justice.