

Call for Applications: Consultancy to develop practical Anti-Gender Toolkit for TGDI Organizations

Application Deadline: March 31, 2023

Location: Home-based / Remote

Start Date: April 10, 2023

Contract Duration: Maximum of 8 weeks

Language required: English

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

GATE is focused on increasing the capacity of trans, gender diverse and intersex communities to respond to anti-gender movements operating at the international, regional and national levels. Across the globe, trans, gender diverse and intersex (TGDI) people are being targeted by anti-gender movements operating at the social, political and institutional levels. These movements are trying to restrict or deny access to human rights, including autonomy and self-determination, depathologization, mental and bodily integrity, legal gender recognition and gender-affirming healthcare, informed consent, sanitation, and freedom from discrimination and torture.

Our analysis shows that the anti-gender movements are growing in power and geographical reach, and becoming more successful in pushing back against the hard-won gains by the LGBTIQ+ communities. This is an ongoing area of work that encompasses building the capacity of TGDI movements to respond effectively to the opposition from the anti-gender movements.

Objectives

The objective of this consultancy is to develop a toolkit to provide practical guidance and methods for transgender, gender diverse, and intersex (TGDI) organizations to recognize, contextualize, document, and report anti-gender movements and attacks on their personnel and organizations. The Toolkit's aim is to provide TGDI organizations with the knowledge, skills, and resources needed to better address and respond to these attacks.

Scope of Work

The consultant will be responsible for developing a Toolkit on practical approaches and methods for recognizing, contextualizing, documenting anti-gender movements, and reporting to international mechanisms for TGDI organizations. The Toolkit will cover the following areas:

- Recognizing and Contextualizing Anti-gender Movements: This section will provide guidance on how to identify and contextualize anti-gender movements, including their ideology, tactics, and strategies.
- Documenting Anti-gender Attacks: This section will provide guidance on how to document and collect evidence of anti-gender attacks on personnel and organizations, including how to collect testimonies and other types of evidence.
- Reporting to National and International Mechanisms: This section will provide guidance on how to report anti-gender attacks to national and international mechanisms, including the UN system and other relevant human rights bodies.
- Addressing Anti-Gender Attacks: This section will provide guidance on how to address anti-gender attacks on personnel and organizations, including how to develop security plans, engage with the media, and work with allies and partners.

Responsibilities

The consultant will be responsible for producing the following deliverables:

- A Toolkit on Practical Approaches and Methods for Recognizing, Contextualizing, Documenting Anti-gender Movements, and Reporting to International Mechanisms for TGDI Organizations.
- A report on the development of the Toolkit, including the methodology used, challenges encountered, and recommendations for future work.

The consultant will have a maximum of 8 weeks to complete the deliverables. The project entails:

- Conducting a literature review and consulting with experts and stakeholders to develop the methodology and structure of the Toolkit.
- Developing the first draft of the Toolkit, including sections on recognizing and contextualizing anti-gender movements and documenting anti-gender attacks.
- Developing the second draft of the Toolkit, including sections on reporting to international mechanisms and addressing anti-gender attacks.
- Finalizing the Toolkit based on GATE's feedback, and submitting the report on the development of the Toolkit.

Budget

The consultant will submit a budget proposal for the project, including fees, expenses, and any other costs associated with the development of the Toolkit. The budget proposal should include a breakdown of costs for each deliverable.

Essential Requirements

- Demonstrated experience (minimum 3 years) in working with grassroots transgender, gender diverse, and intersex communities and organizations.
- Knowledge and understanding of gender identity, gender expression, and intersex variations, and the impact of anti-gender opposition on these communities.
- Strong knowledge of security and safety challenges faced by TGD organizations and communities in the context of anti-gender opposition, including the ability to develop safety plans and protocols.
- Excellent understanding of and experience in international human rights standards, mechanisms, and procedures, particularly as they relate to gender identity, gender expression, and intersex variations, and anti-gender opposition. In particular, a proven track record of utilizing international mechanisms to advocate for TGD rights and address anti-gender opposition will be evaluated as a critical advantage.
- Demonstrated experience in developing toolkits, training materials, or other resources for community-based organizations, NGOs, or civil society organizations.
- Excellent writing, editing, and research skills, including the ability to synthesize complex information and data from diverse sources.
- Excellent experience in conducting research and analysis of complex social, political, and legal issues related to gender identity, gender expression, and intersex variations.

Desirable Skills

- Strong organizational and project management skills, including the ability to manage multiple tasks and deadlines, work independently, and collaborate effectively with others.
- Strong interpersonal and communication skills, including the ability to work effectively with diverse stakeholders, including marginalized communities, donors, and partners.

Selection Process

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

Submit the following to the email listed below by **31 March 2023**:

Email: applications@gate.ngo

Subject line: Surname – Anti-Gender Toolkit Consultancy (e.g. Lopez – Anti-Gender Toolkit Consultancy)

- Cover letter
- Brief methodology with the timeline of activities (2-4 pages) and budget
- 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 three main areas: Human Rights, Health and Movement Building.