

Call for Applications

Consultancy: Content Development for Trans and Gender Diverse 101 eLearning Courses

Application Deadline: 10 October 2023, 23:59 CET

Location: Home-based / Remote

Start Date: 15 October 2023

Contract Duration: 2 months

Language required: English, additional languages desirable

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

Trans and gender diverse (TGD) individuals are chronically left behind in global health and human rights services and programs. Among other reasons, this is due to a great lack of TGD-informed and TGD-led consolidated resources on which various stakeholders can build relevant services and programs. Frequently, assumptions about TGD people are not in congruence with the community perspectives, and programs are designed with these erroneous assumptions. This leads to, best case scenario, inadequate programs or, worst case scenario, harmful and humiliating practices. In the long run, this not only affects the quality of trans-specific services TGD people can access but also negatively impacts their trust and access to any healthcare or human rights services and programs. Furthermore, while there is a wealth of literature and materials about TGD issues that can be found online, very few of those have actually been developed by TGD people themselves. This leads to inadequate, contradictory, or confusing information being presented on several different platforms through which anyone who wishes to learn more about TGD people and issues needs to navigate.

GATE will address this problem by developing a TGD-led consolidated TGD 101 online course that will be offered at [GATE eLearning Institute](#). The course will aim to increase stakeholders' knowledge of how to build trans-informed and trans-specific programs. The targeted audience is large, from global health bodies or human rights mechanisms to international development actors. The curriculum will be developed by TGD people, with attention to those further marginalized, and will address concepts, community descriptions, legal and social issues, legal and social enablers, opportunities, and needs from the perspective of TGD communities.

Objectives and Scope of Work

GATE is seeking a consultant to develop one online course for GATE eLearning Institute, which should include (at least):

- One pre-training quiz
- One set of external resources
- A series of interactive video trainings (between 5 to 10 minutes each, covering specific topics)
- One training guide/curriculum that covers all areas of training, divided into chapters
- One post-training quiz

The content developed by the consultant will be reviewed and approved by a TGD-led Steering Committee.

While the list is non-exhaustive and will be further discussed by the Steering Committee, the course should at least cover the following areas: terminologies, dos and don'ts, community challenges and priorities in human rights, health with particular attention to HIV, and community support.

Responsibilities

The project consultant will provide the following services:

- Develop a zero draft of course content to be submitted to a steering committee that will guide decision-making and content of the course.
- Incorporate input and feedback from the Steering Committee into the

curriculum.

- Record the training video with English captions and develop written materials and subtitles. The format will need to be adapted to using Moodle in the GATE eLearning institute.
- Attend meetings with GATE (no more than 6 meetings) when requested.

Essential Requirements

- An in-depth understanding of TGD health and human rights issues, including language, priorities, challenges, and with particular focus on further marginalized TGD communities.
- Experience in developing high-quality and engaging online courses.
- Strong didactic, communication, and writing skills and the ability to summarise and synthesize complex concepts and translate them into accessible language.

Desirable Skills

- Experience in working with human rights bodies or similarly strategic stakeholders to TGD issues (donors, governments, etc.).

Selection Process

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

NOTE: Only shortlisted candidates will be contacted.

Submit the following to the email listed below with the suggested subject line by **10 October 2023 at 23:59 CET**:

Email: applications@gate.ngo

Subject line: Surname – Consultant TGD 101 Course

- Cover letter, including expected remuneration.
- 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.