



# Annual Report

2023



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## **Acknowledgments**

With gratitude to Gabriel de Larch, for drafting this report and doing the layout and design for GATE. With appreciation to all GATE staff who supported the development of this Annual Report.

## **About GATE**

**GATE is an international advocacy organization working towards justice and equality for trans, gender diverse, and intersex communities. Rooted in our movements, we work collaboratively with strategic partners at the global level to provide knowledge, resources, and access to international institutions and processes. Our vision is a world free from human rights violations based on gender identity, gender expression, and sex characteristics. Our strategy is to transform the landscape of global advocacy, knowledge creation and resource distribution through critical inclusion of trans, gender diverse, and intersex movements at all levels of political, legal, and socio-economic processes.**

Find out more about GATE by visiting [www.gate.ngo](http://www.gate.ngo)

# About

# GATE



## Our Vision

GATE envisions a world free from human rights violations based on gender identity, gender expression, and sex characteristics.

## Our Mission

GATE is an international advocacy organization working towards justice and equality for trans, gender diverse, and intersex communities. Rooted in our movements, we work collaboratively with strategic partners at the international, regional, and national levels to ensure access to resources, knowledge, and decision-making spaces.

## Our Values

- Framing our work through depathologization and decolonization
- Promoting autonomy and self-determination
- Supporting and strengthening community-based leadership
- Working collaboratively and advocating collectively for human rights
- Creating transformative, community-driven knowledge
- Building international solidarity

## How We Work

- Advocacy, political mobilization, and campaigning
- Engagement with key institutions and initiatives
- Training and capacity building
- Resource mobilization, including financial and technical resources
- Knowledge production/generation, including data collection and analysis
- Re-granting to national and regional groups

# A Letter from Our Board Chair

It is with great pride that I introduce GATE's 2023 Annual Report, a year in which we have made great strides in strengthening GATE, enabling us to effect positive change for and alongside trans, gender diverse, and intersex activists, organizations, and communities worldwide, as well as movement for our communities' rights.



These strides have been hard-fought and hard-won, with the continuing growth and impact of the anti-gender movement, the ongoing war in Ukraine, and increasing political, social, and legal challenges to democracy that impact our communities.

**GATE has faced these challenges and obstacles throughout this year with renewed strength and commitment to our advocacy goals for human rights, movement building, and health, as laid out in our Strategic Plan.** We have focused on providing trans, gender diverse, and intersex activists and organizations with knowledge and tools to further their work with their communities in these areas.

**As was the case in 2022, the most significant challenge we faced in 2023 was the anti-gender movement.** GATE has therefore focused our efforts on providing knowledge about the impact of this movement and actions to counter it through our various publications, mentorship support, and one-on-one training. In doing so, we have been empowering trans, gender diverse, and intersex activists and organizations with the tools and skills to best respond to the needs of the communities they serve.

Throughout 2023, GATE has continued to provide trans, gender diverse, and intersex activists and organizations with funding where possible, as well as tools to mobilize their finances, resources, and organizational capacity to carry out their essential work by focusing on fundraising and grant writing, organizational development, community organizing, leadership strengthening, and networking. **We have enabled activists, organizations, and communities to empower themselves through our information and resource sharing, as well as by providing hands-on support and advocating on behalf of our communities at the global level.**

**GATE's advocacy campaigns have been particularly impactful this year**, with the support of well-known and influential activists enabling GATE to reach a wider audience. Our advocacy at the United Nations has expanded significantly in the area of health rights, from highlighting the importance of including trans masculine people within the global HIV response, to providing insights into how the anti-gender movement impacts trans and gender diverse health rights.

**All our work in 2023 has proved that GATE has remained strong in our commitment to improving the lives of trans, gender diverse, and intersex people worldwide. We have not only persevered through the many obstacles placed before the trans, gender diverse and intersex movement, but we have made a measurable impact on the global human rights landscape.**

Just as the communities GATE serves and works with have remained steadfast and determined to make a difference in the lived reality of trans, gender diverse, and intersex individuals, so has GATE refused to back down in the face of anti-democratic efforts to silence and weaken our movement. **We will continue to resist the political, social, and legal challenges that threaten our well-being and our rights in this world.**

Kind regards,

*Rikki Nathanson*

**Board Chairperson, GATE**

# A Letter from Our Executive Director



Looking back at our work and journey in 2023, what I am struck by most is our resilience and our determination to realize GATE's dream: seeing justice and equality for trans, gender diverse, and intersex communities worldwide.

In 2023, our commitment to advocating for human rights and enhancing the well-being of the communities we serve has been both challenged and reinforced by the escalating anti-gender movement, which seeks to undermine the progress of the trans and gender diverse movement and literally put these communities' lives at risk. The anti-gender movement's increasing attacks have not only hampered the growth of our movement, but have also created a hostile environment for trans and gender diverse activists globally.

Despite these challenges, **GATE has remained steadfast in our mission over the last year, achieving significant milestones that promise a brighter future for our communities. A testament to our enduring advocacy and the trust placed in us by the international community, has been GATE's attainment of special consultative status to the United Nations Economic and Social Council (ECOSOC).** This recognition provides us with a unique opportunity to influence the international human rights framework more directly and effectively.

*Continued on next page...*

**2023 has been a year of growth and strategic planning for GATE.** We have embarked on a five-year growth path, focusing on expanding our resources, both human and financial. Our growth plan is designed with sustainability in mind, ensuring the longevity and impact of our organization and the broader movement. This year also marked the initiation of our sustainability plan, a blueprint for our future endeavors that we look forward to sharing with you.

**In our journey towards responsible growth, we have prioritized the well-being of our staff, recognizing them as our greatest asset.** By updating our policies and placing a greater emphasis on staff well-being, we reaffirm our commitment to creating a supportive environment for our team in which they can thrive. This focus is crucial, as it enhances our organizational resilience and effectiveness in advocating for trans, gender diverse, and intersex rights.

**GATE's achievements and initiatives over the last year underscore the capability of trans, gender diverse, and intersex-led organizations to lead human rights processes, and advocate for their rights.**

**As we continue to face challenges, the support of our partners and donors becomes ever more critical.** As we head into 2024, we would like to invite you to invest in our movements and empower us to dictate our future. Your support enables us to continue our advocacy, expand our reach, and strengthen the voices of our communities worldwide.

**Together, we can create a world where trans, gender diverse, and intersex individuals enjoy full human rights and can live their lives freely and authentically.** Thank you for your unwavering support and partnership.

Warm regards,

*Erika Castellanos*

**Executive Director, GATE**

# Our Board



**From left to right:** Zakaria Nasser, Tamara Adrian, Simon Petitjean, Rikki Nathanson, Jay Mulucha, and Orneill Latiyah



# Meet Our Board Members



**Rikki Nathanson**  
(she/her)  
**Chair**  
USA

Rikki is a fierce activist for the rights of trans and gender diverse persons globally. She comes with an excess of 20 years' experience in the corporate business management and non-profit sectors, with extensive knowledge in finance, organizational development, and movement building.



**Orneill Latiyah**  
(she/her)  
**Secretary**  
Ivory Coast

A young trans feminist activist, Latiyah is the founder and Executive Director of Transgender and Rights, founded in Côte d'Ivoire in 2017. She is passionate about human rights, social justice, and the legal recognition of transgender people.



**Simon Petitjean**  
(he/him)  
**Treasurer**  
France

Simon is a Franco-British trans man, holds a BSc in Economics and International Development from Bath University, and an MPhil in International Relations from Oxford University. He has 10+ years of experience in international policy and human rights work.



**Tamara Adrian**  
(she/her)  
**Member**  
Venezuela

Tamara is a lawyer and Doctor in Law, graduating with honors. She is a law professor, human rights activist, and the first trans woman elected to the national parliament in Venezuela (2015).



**Jay Mulucha**  
(he/him)  
**Member**  
Uganda

Jay is a Ugandan trans man, a trans and human rights activist, and Founder and Executive Director of Fem Alliance Uganda. He is an alumnus of the Young African Leaders Initiative (Mandela Washington Fellowship, 2017) at Bowling Green State University.



**Monalisa Akintole**  
(she/her)  
**Member**  
Uganda

Monalisa is a feminist, trans human rights practitioner, researcher, and health rights advocate with proven work experience in strategic-based policy advocacy for sexual and reproductive health and rights in ending all forms of discrimination against the trans community in Uganda.



**Zakaria Nasser**  
(he/him)  
**Member**  
Lebanon

Zakaria has been involved in trans and queer feminist organizing in Lebanon since 2007. In 2016, Zakaria co-founded Qorras, a group producing queer feminist knowledge, where he leads finance and fundraising, and is involved in various initiatives.

[Read more](#) about our Board members.

# Our Staff



**From left to right:** Cori Zaccagnino, Erika Castellanos, Anil Pavadatan, Andreo Gustavo, Anwar Ogrm, Naomhán O'Connor, and Levan Berianidze

# Meet Our Staff Members



**Erika Castellanos**  
(she/her)  
**Executive Director**  
Belize

Erika is a trans, HIV positive woman from Belize residing in the Netherlands. A social worker by profession, Erika joined GATE in April 2017 as Director of Programs. She became Executive Director of GATE in 2023. Her background is in sex work issues, and HIV activism.



**Cori Zaccagnino**  
(she/her)  
**Director of Finance & Operations**  
USA

Cori, based in Colorado, joined GATE in November 2012 as an Executive Assistant and became Director of Finance and Operations in 2016. She has a Degree in Business, a Masters in Global Affairs, and is a Certified Public Accountant (CPA).



**Naomhán O'Connor**  
(he/him)  
**Director of Communications**  
Ireland

Naomhán is a trans man, and non-profit communications specialist. He joined GATE in September 2017 as Communications Assistant. He holds a BA in International Media and Communication Studies from the University of Nottingham, and an MSc in Marketing from Ulster University.



**Levan Berianidze**  
(they/them)  
**Human Rights Lead**  
Republic of Georgia

Levan is a queer feminist activist. They have vast experience of over nine years in LGBTQI and feminist movements in the Eurasia region. Levan is a graduate of the Social Justice and Human Rights MA program at Arizona State University, and the Gender Studies MA program at Central European University.



**Anwar Ogrm**  
(he/him)  
**Movement Building Lead**  
France

Anwar brings 15 years of experience working in the feminist, trans, decolonial, and social justice movements as a trans Muslim advocate from the Global North. The core of his expertise lies in community and capacity building, organizational development, and cross-movement engagement.



**Anil Pavadatan**  
(he/she)  
**Health Lead**  
South Africa

Anil is a non-binary trans masculine health and human rights activist. He holds a Degree in Psychology and has worked for many years in the fields of HIV, human rights and access to health care, with organizations including the AIDS Law Project, the SA HIV Clinicians Society, and Gender Dynamix.



**Andreo Gustavo**  
(he/him)  
**Communications Officer**  
Portugal

Andreo is a Portuguese trans man, trained as a structural and cultural Consultant for SOGIESC inclusion. He holds a Masters in Humanitarian Action, Cooperation and Development. Andreo's previous working experience ranges from communications to health, persons with disabilities, and HIV/AIDS.

[Read more](#) about our staff members.

# Our Impact

## ECOSOC Status

GATE received the United Nations ECOSOC special consultative status, enhancing our ability to meaningfully engage in UN systems to improve the lives of trans, gender diverse, and intersex people globally.



## GATE Learning Hub

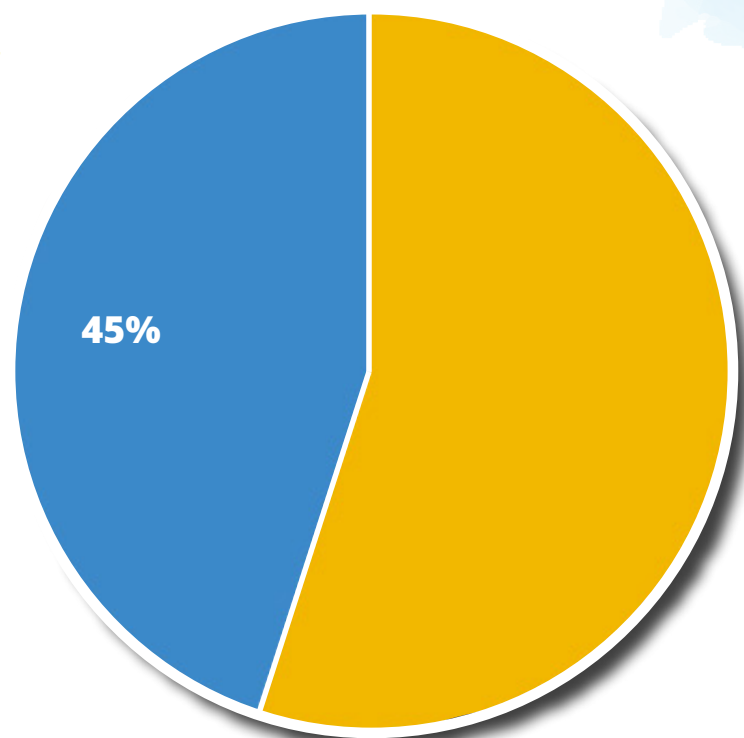
GATE rebranded its eLearning Institute as the GATE Learning Hub in 2023.

**7** New courses were made available:

- 1x Human Rights
- 2x Movement Building
- 4x Health

**153** New users, with 69 (45%) of these self-identifying as trans, gender diverse, and/or intersex.

See [page 24](#) for a demographic breakdown of these users.



# Publications

**7** Key publications were released in 2023:

## Impact of Anti-Gender Opposition on TGD and LGBTQI Movements: Global & Regional Reports

**The Reports** highlight the main topics of discussion used by anti-gender actors, the political-ideological stances of these actors, and the impact of anti-gender opposition on the equality of trans, gender diverse, and wider lesbian, gay, bisexual, trans, queer/questioning, and intersex (LGBTQI) communities. These Reports also shed light on the biggest challenges to counteracting anti-gender mobilization, including the lack of political will, and lack of proper legislation.



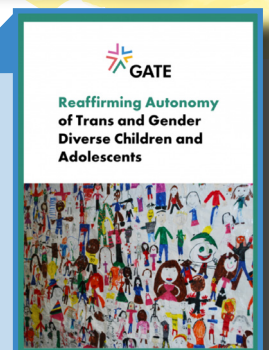
## Policy Brief on the Effective Inclusion of Trans Men in the Global HIV and Broader Health Development Responses

The **Policy Brief** is a comprehensive document that brings together evidence to make a case for the greater inclusion of trans masculine communities in the global HIV response. It makes specific, actionable recommendations for ministries of health, parliamentarians, UN bodies, and decision-makers in various relevant platforms, such as WHO working groups, UNAIDS, country coordination mechanisms (CCMs), the Global Fund, and PEPFAR.



## Reaffirming Autonomy of Trans and Gender Diverse Children and Adolescents

**This document** reaffirms the decision-making autonomy and the physical and bodily integrity of trans and gender diverse children and adolescents, demonstrating their full compatibility with the international human rights framework and, therefore, the obligation of States to protect them and guarantee their access to rights.



## The Impact of Regional and International Human Rights Mechanisms on Trans Rights: A Review

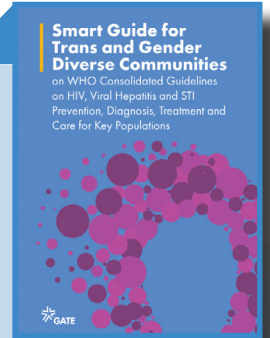
**This Review** outlines the positive progress happening in international, regional, and national mechanisms for trans rights. Looking at how human rights mechanisms are dealing with gender identity-related issues, it is designed to assist activists, policymakers, and other stakeholders in understanding how international and regional human rights standards can be an asset in their fight against anti-gender actors and their narratives.



*Publications continued on next page...*

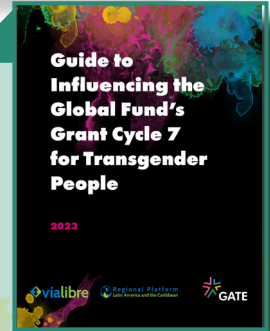
## Smart Guide for Trans and Gender Diverse Communities on WHO Consolidated Guidelines on HIV, Viral Hepatitis, and STI Prevention, Diagnosis, Treatment, and Care for Key Populations

The **Smart Guide** summarizes and discusses the WHO guidelines' key recommendations for HIV, viral hepatitis and STIs for trans and gender diverse people, and can be used as a tool when advocating for rights-based services.



## Guide to Influencing the Global Fund's Grant Cycle 7 for Transgender People

This **Guide** aims to provide an outline on how the Global Fund's Grant Cycle 7 (GC7) works in relation to previous grant cycles, and provides step-by-step opportunities for trans communities to meaningfully engage in GC7. It also outlines specific interventions for trans communities that can be included in the Funding Request, and provides additional resources that trans communities can refer to for further information.



## We, the Intersex People from the Global South: Asia Edition

This **publication** comprises of a compilation of articles written by intersex activists who took part in GATE's **Intersex Bodies: Global South Alliances in Asia** webinar, focusing on their lived experiences, providing valuable insights into the perspectives and endeavors of intersex activists in Asia.



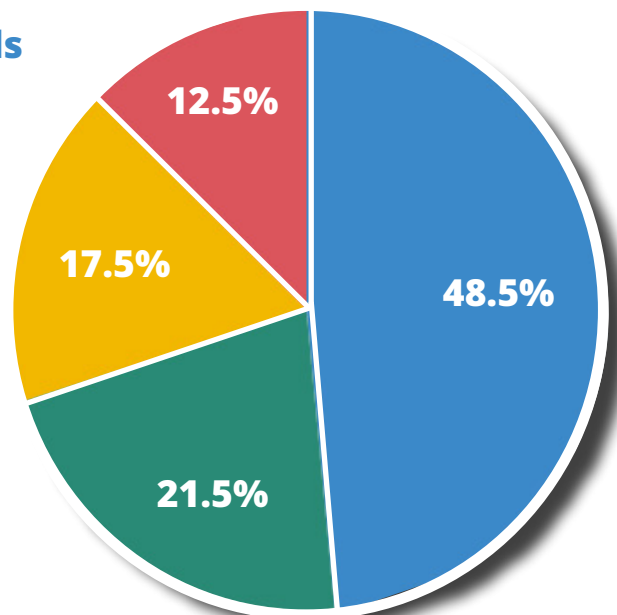
## Website Resources

**8%** increase in **resource downloads**

Downloads by theme\*:

- Human Rights
- Movement Building
- Health
- Organizational

\* The breakdown of these percentages correlate with the most popular courses in the GATE Learning Hub.



# Environmental Factors Impacting Our Work

The impact of the anti-gender movement intensified considerably in 2023. This movement has emerged as a significant external factor affecting trans, gender diverse, and intersex communities globally, and over the last year this escalating hostility posed a direct threat to the sustainability and existence, not only of GATE, but also of the broader trans, gender diverse, and intersex movement. This threat underscored the urgent need for agile responses to support our partner organizations amidst challenging and rapidly-changing environments.

In Uganda, our partner organization encountered substantial hurdles to their operations and safety due to the enactment of the Ugandan *Anti-Homosexuality Act*. GATE facilitated an emergency response by providing technical assistance to develop updated safety and security plans, as well as aiding in securing emergency funding for their relocation efforts. Additionally, GATE advocated with donors to directly support our Ugandan partners financially in order to sustain their emergency response, and ongoing advocacy initiatives.

Addressing the threat posed by the anti-gender movement also **demanding a concentrated effort to enhance the resource mobilization and organizational capabilities of GATE and of the organizations led by our communities worldwide**. Consequently, our strategic focus shifted towards providing substantial financial support and facilitating capacity-building through one-to-one mentorship, technical assistance, and the creation of comprehensive online training resources, and toolkits.

Furthermore, **this threat underscored the critical need for unity within the global trans movement**. Over the course of 2023, it became crucial to intensify collaborative efforts in consolidating a trans, gender diverse, and intersex-led advocacy and movement-building agenda at the global level to effectively counter the misinformation spread by anti-gender narratives. This involved strengthening established trans-led regional networks in Europe and Central Asia, the Caribbean, and Eastern Africa, while supporting the formation of an emerging network in South West Asia and Northern Africa (SWANA).

The anti-gender threat also **prompted a focus for GATE's funding efforts in hosting a global trans conference in 2024**, which will serve as a pivotal platform for identifying strategic priorities, nurturing global and regional capacities, and fostering successful alliances across diverse regions.

# Our Goals

GATE seeks to ensure that trans, gender diverse, and intersex people can freely exercise their rights and enjoy the highest standard of health and well-being. We do this through advocacy, knowledge generation, movement building, and capacity building and training.

GATE's Strategic Plan 2022–2026 was informed by a broad consultation with 211 community members from every region, reflecting GATE's global network. Core to our values, this process to develop our strategic priorities and goals for the coming years was informed by the insights, priorities, and concerns of our respective communities.

The goals are separated into the following areas: human rights, movement building, health, and institutional strengthening.

## Our four goals are:

1. Advance trans, gender diverse, and intersex people's human rights.
2. Expand trans, gender diverse, and intersex movements.
3. Advance health rights and access to health services for trans, gender diverse, and intersex communities.
4. Strengthen Global Action for Trans Equality's (GATE's) Sustainability and Internal and Programmatic Capacity to be a global trans, gender diverse, and intersex expert organization.

For more information, read our full [Strategic Plan](#).



The background features a soft watercolor wash in shades of orange, red, pink, purple, and blue. A large, faint circular graphic composed of multiple concentric lines is centered behind the text.

# **Our Work in 2023**

# Human Rights

We seek to advance trans, gender diverse, and intersex people's full access to human rights by advocating within human rights frameworks at the international level alongside allies and like-minded movements.

## Objectives:

- Advance the inclusion of trans, gender diverse, and intersex people and their issues in the human rights framework.
- Advance political mobilization to defend and promote the human rights of trans, gender diverse, and intersex people.

## Strategic outcomes:

- Trans, gender diverse, and intersex people's rights and issues are included in human rights frameworks.
- Key decision-makers, institutions, and bodies uphold and defend the human rights of trans, gender diverse, and intersex people.

*For detailed objectives, strategies and strategic outcomes for Goal 1, see pages 9–10 of the [Strategic Plan](#). For short-, medium- and long-term indicators for Goal 1, see page 19 of the [Strategic Plan](#).*

# ECOSOC Status

GATE received the United Nations ECOSOC special consultative status in 2023.

As much of GATE's work happens globally, particularly in UN spaces related to international human rights law, having ECOSOC status will enhance our ability to meaningfully engage in UN systems that make decisions impacting the lives of trans, gender diverse, and intersex people. Gaining ECOSOC status facilitates us in serving trans, gender diverse, and intersex communities globally and ensuring that these communities' interests are brought forward in all UN spaces with policy-level impact on their lives. This was a momentous step for GATE's work in advocating at the global level.

Our Executive Director [reflects on trans visibility, engagement and success](#) in achieving ECOSOC status.

## Trans Advocacy Week

United Nations [Trans Advocacy Week](#) is a collective project by non-governmental organizations, offering trans activists a platform to make their voices heard on a global scale, and in international human rights spaces.

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Delegates from UN Trans Advocacy Week 2023

For Trans Advocacy Week 2023, the organizing committee, comprising GATE, Asia Pacific Transgender Network (APTN), Transgender Europe (TGEU), ILGA World, and the Swedish Federation for Lesbian, Gay, Bisexual, Transgender, Queer and Intersex Rights (RFSL), was expanded to welcome **a new organizing partner, the East Africa Trans Health & Advocacy Network (EATHAN), in order to increase engagement in Africa.** From 19–23 June, during the first week of the 53<sup>rd</sup> Session of the Human Rights Council in Geneva, 23 trans and gender diverse delegates from Africa, Asia Pacific, the Middle East, Central Asia, Eastern Europe, Western Europe, and Latin America and the Caribbean raised their voices at the United Nations (UN).

**A side event was held on [advancing the human rights of trans persons at the UN](#), with a panel of trans and gender diverse speakers sharing their strategies to tackle multidimensional and intersectional discrimination and violence against trans communities worldwide, and to progress trans rights at the UN.** Additionally, statements were delivered to the [Special Rapporteur on Violence Against Women](#), the [Working Group on Discrimination Against Women](#), and the [Independent Expert on Sexual Orientation and Gender Identity](#).

You can [hear from delegates about their experiences](#) and [read about their perspectives](#) from UN Trans Advocacy Week 2023.



Images from the different workshops held during Trans Advocacy Week



# Anti-Gender Response

Continuing on from a series started in 2022 highlighting the impact of the anti-gender movement on trans communities worldwide, GATE published articles spotlighting the anti-gender movement's actions in [Ireland](#), and the [EECA region](#).

To demonstrate the strategies that anti-gender movements are using to undermine trans and gender diverse rights globally, GATE published articles on [unveiling distorted narratives](#), [implementing strategies of trans liberation for systemic change](#), and highlighting [Trans Day of Remembrance \(TDoR\) as a powerful reminder of the fight that still demands our attention](#).

## Publications

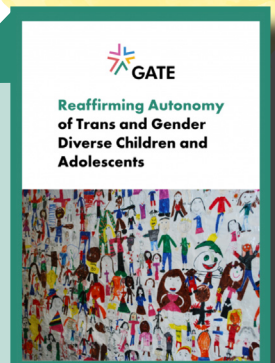
### The Impact of Regional and International Human Rights Mechanisms on Trans Rights

[This Report](#) outlines the positive progress happening in international, regional, and national mechanisms for trans rights. Looking at how human rights mechanisms are dealing with gender identity-related issues, it is designed to assist activists, policymakers, and other stakeholders in understanding how international and regional human rights standards can be an asset in their fight against anti-gender actors, and their narratives.



### Reaffirming Autonomy of Trans and Gender Diverse Children and Adolescents

[This document](#) reaffirms the decision-making autonomy and the physical and bodily integrity of trans and gender diverse children and adolescents, demonstrating their full compatibility with the international human rights framework and, therefore, the obligation of States to protect them and guarantee their access to rights.



### We, the Intersex People from the Global South: Asia Edition

[This publication](#) comprises of a compilation of articles written by intersex activists who took part in GATE's [Intersex Bodies: Global South Alliances in Asia](#) webinar, focusing on their lived experiences, providing valuable insights into the perspectives and endeavors of intersex activists in Asia.



# Movement Building

We seek to strengthen trans, gender diverse, and intersex movements by increasing their access to financial and technical resources, strengthening their institutional and political capacity, expanding their engagement with key processes, and supporting the safety, development, and well-being of their activists.

## Objectives:

- Increase training, support, and capacity-building opportunities for trans, gender diverse, and intersex communities.
- Increase the availability and accessibility of financial support for trans, gender diverse, and intersex movements.

## Strategic outcomes:

- Trans, gender diverse, and intersex-led movements are expanded, well-resourced and mobilized to defend and promote their human rights.
- Trans, gender diverse, and intersex activists have the knowledge, skills, resources, and contacts to effectively advocate for and defend their rights.

*For detailed objectives, strategies and strategic outcomes for Goal 2, see pages 11–12 of the [Strategic Plan](#). For short-, medium- and long-term indicators for Goal 2, see page 20 of the [Strategic Plan](#).*

# Research

In 2023, we launched the results of a global survey that aimed to assess the impact of anti-gender opposition on the work of trans, gender diverse, and intersex activists and organizations, as well as the consequences for their capacity and advocacy needs. It showed that trans organizations often struggle with restricted resources and capacity. We reached out to a donor base to inform them about the findings, and advocated for increased funding streams tailored to the needs identified. The responses were analyzed and presented in the following documents:

## Impact of Anti-Gender Opposition on TGD and LGBTQI Movements: Global & Regional Reports

[These Reports](#) highlight the main topics of discussion used by anti-gender (AG) actors, the political-ideological stances of these actors, and the impact of anti-gender opposition on the equality of trans and gender diverse, and wider lesbian, gay, trans, queer/questioning, and intersex (LGBTQI) communities.



# Training

As part of GATE's efforts to scale up access to training for our communities and stakeholders worldwide, we launched the [GATE Learning Hub](#).

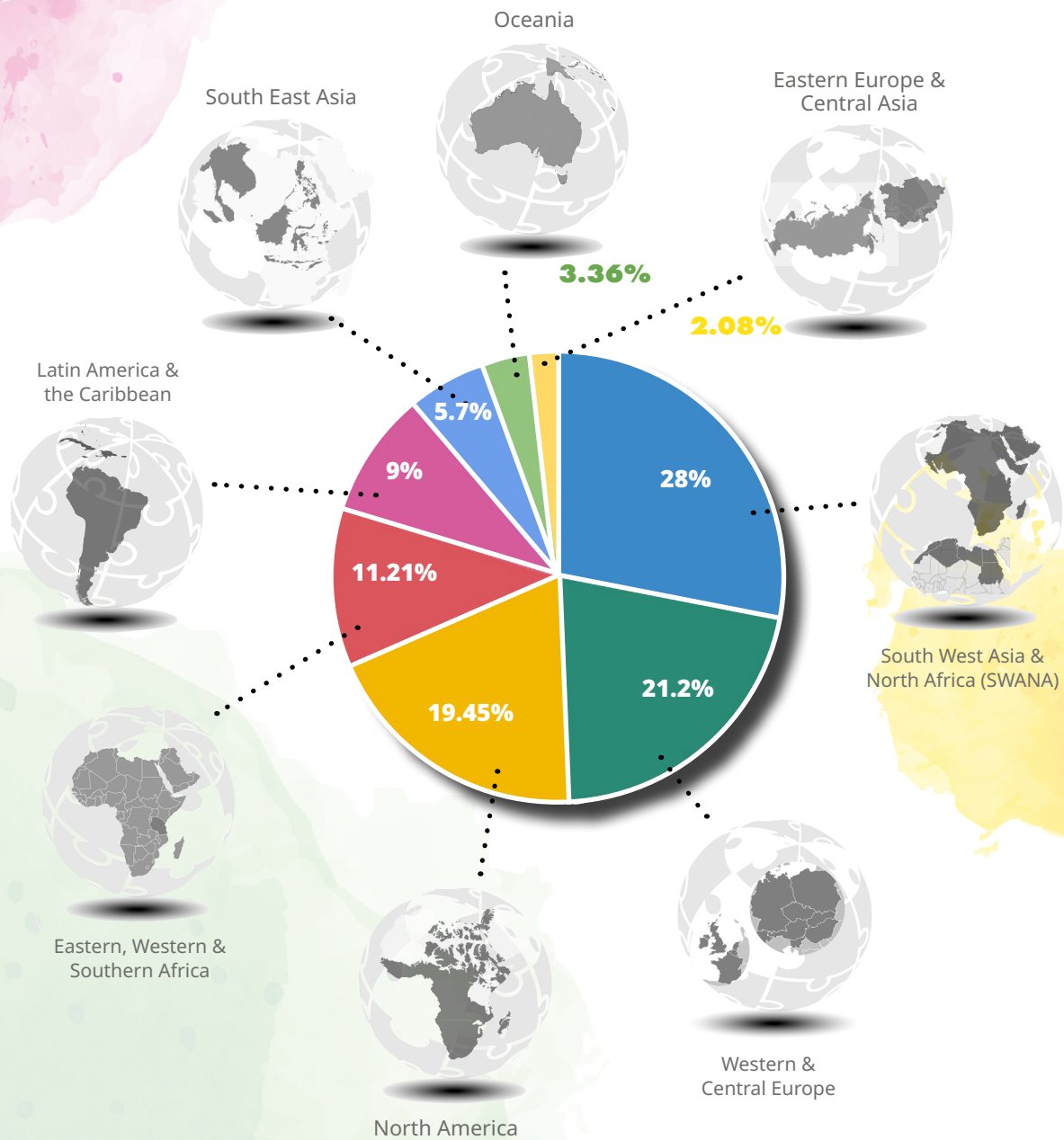
This was done in an effort to provide greater data protection for our community members using the platform (which previously had been hosted on Google Classrooms), and to provide a central location for online learning for trans, gender diverse, and intersex activists. The GATE Learning Hub aims to engage both key stakeholders and our communities.

The courses available on the GATE Learning Hub included a new course on Human Rights, along with the two Movement Building courses and four courses on Health. **In the eight months since we launched this platform, over 150 new users signed up, with 45% self-identifying as trans, gender diverse, and intersex.**

In December 2023, we introduced a new [Trans and Gender Diversity 101](#) training to enhance understanding of the needs and priorities of trans and gender diverse people worldwide. **The curriculum was developed entirely by trans and gender diverse people through the guidance of a Steering Committee made up of eight activists from each region of the world.** This training includes actionable recommendations on how to be an effective ally.

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# Demographics / Geographical reach of the GATE Learning Hub:



**Number of users from each region:**

18,466	South West Asia & North Africa
13,966	Western & Central Europe
12,817	North America
7,388	Eastern, Western & Southern Africa
5,905	Latin America & the Caribbean
3,750	South East Asia
2,219	Oceania
1,377	Eastern Europe & Central Asia



# Mentorship Support

In July 2023, GATE launched a mentorship program to provide technical assistance, and one-to-one mentorship to organizational leaders, and ongoing consultations to local, national, and regional trans, gender diverse, and intersex-led organizations.

Between July and December 2023, GATE conducted 37 one-to-one sessions and provided continued support to 18 organizations based in Central, East, and West Africa, North Africa, South Asia, and Western and Eastern Europe.

While the focus of these sessions varied, they mostly **concentrated on strengthening the fundraising and organizational capacity of organizations that face particular anti-gender and/or anti-democratic threats**. These sessions led to deeper mentorship relationships with these organizations, with sessions covering mini-trainings, follow-up consultations, proposal reviews and/or endorsements. The main focus of these sessions were fundraising and grant writing, organizational development, community organizing, leadership strengthening, and networking.

These sessions are also a space for activists and leaders, often on the edge of burnout, to pause, reflect, and breathe. To support partners and mentees, targeted materials have been produced based on needs and requests. This included materials, available both in English and French, for two crash courses on organizational strengthening and grant development, as well as guidance to develop strategic plans, and a list of donors and philanthropic sectors to explore.

## Advocacy Campaigns

For **Trans Day of Visibility (TDoV) 2023**, which takes place on 31 March each year, GATE launched [a campaign to raise awareness of the anti-gender movements and the role of social media in facilitating harmful narratives](#). This included the engagement of trans and gender diverse activists from the US, East Africa and South East Asia, as well as support from our partners at MPact and the Global Network of Sex Work Projects (NSWP). A key participant in this campaign was Alok Vaid-Menon, a nonbinary activist and internationally-acclaimed poet, comedian, public speaker, and actor, with a wide international audience. Alok's support boosted our campaign, reaching many people who hadn't engaged with these issues before. Their participation was a powerful catalyst, harnessing their immense influence and resonating voice within the LGBTQIA+ community and beyond. The data for this campaign came from GATE's 2023 global report on [The Impact of Anti-Gender Opposition](#).



Alok Vaid-Menon from one of our videos for Trans Day of Visibility

For **Trans Awareness Week 2023**, which takes place prior to Trans Day of Remembrance (20 November) each year, [GATE collaborated with the World Coalition Against the Death Penalty](#) to highlight the [disproportionate number of trans people on death row worldwide](#).

# Global Coordination and Collaboration

## International Working Group on Trans Masculine People & HIV

GATE coordinates the [International Working Group on Trans Masculine People & HIV](#), which aims to produce critical knowledge on trans men and HIV, and to develop a strategy for increasing the meaningful engagement of trans men in health discussions.

Since the start of 2023, the membership has grown, with new members joining from previously under-represented regions, including Southern Africa, and Latin America and the Caribbean. Currently, the membership consists of 31 trans masculine activists, researchers, and public health experts from 22 different countries across all global regions.

## Thrive Consortium

GATE is part of the THRIVE Consortium, a collaboration between regional and global organizations aimed at strengthening trans and gender diverse-led networks to enhance their capacity to advocate for health rights, and address the systemic barriers that drive inequitable health outcomes.

The Consortium members include GATE, East Africa Trans Health & Advocacy Network (EATHAN), Transgender Europe (TGEU), and the United Caribbean Trans Network (UCTrans).

In 2023, **the THRIVE Consortium members engaged in organizational-strengthening activities and also undertook regional and international advocacy activities, including engagement in high-level advocacy spaces**, including EU parliament, EU Commission, UNAIDS, the World Health Organization (WHO), the Human Rights Campaign (HRC) and the Equal Rights Commission (ERC), **conducting regional community consultations, and implementing capacity strengthening training for trans and gender diverse-led organizations.**



A meeting of the Thrive Consortium members

## Community Engagement Strategic Initiative (CE-SI)

GATE's [Community Engagement Strategic Initiative \(CE-SI\) Project](#) aims to enhance the meaningful participation and inclusion of trans and gender diverse communities in national HIV, malaria and tuberculosis (TB) responses. This project began in January 2018 and has continued to be funded through consecutive projects to date.

At the end of 2023, GATE attended a Global Fund partner meeting in Cape Town, participating in working groups to develop project templates, and identify potential areas of collaboration with international partner organizations. GATE gave a presentation on the importance of safety and security plans in hostile legal contexts. Follow-up planning meetings were held with GATE's national partner organizations to develop the workplan for the next project funding cycle, which will be implemented in 2024–2026.



**Above:** A meeting of the organizing partners, country partners, and CE-SI team



**Above and right:** Global Fund CE-SI meeting in Cape Town



# Financial Mobilization and Resourcing

GATE created an [Urgent Resources list of reporting mechanisms and organizations for responding to emergency situations](#) to ensure that they receive timely support and guidance. We also guided several organizations and activists in emergency situations, supported their fundraising efforts, and provided some financial support.

Through a global call for applications to Civil Society Organizations, GATE provided funding for organizations from [Belize](#) and [Pakistan](#) to submit reports to key human rights mechanisms. **With these organizations submitting reports for the first time, it symbolized a significant milestone in empowering previously marginalized voices.**

Additionally, GATE provided technical assistance in grant writing that resulted in four successful grant applications for trans-led organizations in Cameroon, Nepal, and Morocco (with two different funding applications). **These successes highlight our commitment to connecting our community with external opportunities, and ensuring that they receive the necessary guidance to navigate, and succeed in their fundraising efforts.**

# Health

We aim to advance health rights and access to health services for trans, gender diverse, and intersex communities through our advocacy, communications, capacity building, research and movement-building work. This includes holistic and community-based health care, differentiated service delivery, gender-affirming care, and comprehensive HIV and sexual health services. We strive to ensure that trans, gender diverse, and intersex communities have the tools, knowledge and access to advocate for these rights and services.

## Objectives:

- Support trans, gender diverse, and intersex activists' effective engagement with technical processes concerning their health and rights.
- Support trans, gender diverse, and intersex activists' effective engagement with political processes concerning their health and rights.

## Strategic outcomes:

- Trans, gender diverse, and intersex people enjoy quality healthcare that integrates their specific needs.
- Trans, gender diverse, and intersex movements effectively advocate for and promote access to health care and well-being.

*For detailed objectives, strategies and expected outcomes for Goal 3, see pages 13–14 of the **Strategic Plan**. For short-, medium- and long-term indicators for Goal 3, see page 21 of the **Strategic Plan**.*

# United Nations Participation

In 2023, there were three health-related United Nations (UN) high-level meetings (HLMs) focused on tuberculosis (TB), pandemic preparedness prevention and response (PPPR), and universal health coverage (UHC). **GATE collaborated with STOPAIDS, Results UK, WACI Health, Kampala Initiative, International Network of People Who Use Drugs (INPUD), Global Network of People Living with HIV (GNP+), and International Community of Women Living with HIV (ICW) on a [Joint Briefing on Anti-Oppression and Health Equity](#) that addresses discrimination, punitive laws, and other social determinants of health.** The briefing aimed to equip stakeholders involved in the current negotiations of the political declarations for the UN high-level meetings, as well as future global health discussions, with recommendations and language that will address these intersecting issues.

GATE's Executive Director delivered a [keynote speech at the 52<sup>nd</sup> UNAIDS PCB Thematic Segment](#), focusing on how **reducing health inequities is essential to achieving the UNAIDS 2025 targets.**

To highlight the effect of anti-gender opposition on the global health response, **GATE hosted an event at the Amsterdam Fast Track Cities Conference on [how anti-gender opposition impacts trans and gender diverse health rights](#), and later published [recommendations \(targeting donors\) on how to tackle anti-gender opposition.](#)**



**Above:** GATE's Executive Director, Erika Castellanos, delivering a keynote speech at the 52<sup>nd</sup> UNAIDS PCB Thematic Segment

**Top right:** Panelists at the Amsterdam Fast Track Cities Conference

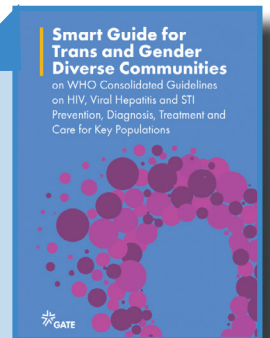
**Right:** Panelists presenting at the Amsterdam Fast Track Cities Conference

# Publications

GATE also produced the following health resources aimed at supporting community-led organizations to advocate for health rights, and the greater inclusion of these organizations in national health responses:

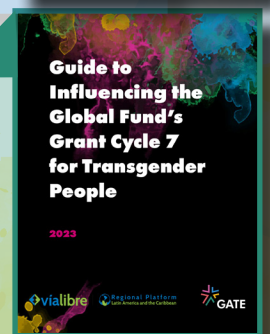
## Smart Guide for Trans and Gender Diverse Communities on WHO Consolidated Guidelines on HIV, Viral Hepatitis, and STI Prevention, Diagnosis, Treatment, and Care for Key Populations

**The Smart Guide** summarizes and discusses the WHO guidelines' key recommendations for HIV, viral hepatitis and sexually-transmitted infections (STIs) for trans and gender diverse people, and can be used as a tool when advocating for rights-based services.



## Guide to Influencing the Global Fund's Grant Cycle 7 for Transgender People

**This Guide** aims to provide an outline on how the Global Fund's Grant Cycle 7 (GC7) works in relation to previous grant cycles, and provides step-by-step opportunities for trans communities to meaningfully engage in GC7. It also outlines specific interventions for trans communities that can be included in the Funding Request, and provides additional resources that trans communities can refer to for further information.



# Trans Masculine People in the Global HIV Response

Emerging data indicates that trans masculine people are vulnerable to HIV, but there is still very little awareness or inclusion of this community in the global HIV response.

To address this exclusion, in 2023, GATE and the [International Working Group on Trans Masculine People & HIV](#) produced a [Policy Brief and Factsheet on Trans Men in the Global HIV Response](#). The Policy Brief and Factsheet were launched in a [World AIDS Day webinar](#), with UNAIDS participation.

## Policy Brief on the Effective Inclusion of Trans Men in the Global HIV and Broader Health Development Responses

The **Policy Brief** is a comprehensive document that brings together evidence to make a case for the greater inclusion of trans masculine communities in the global HIV response. It makes specific, actionable recommendations for ministries of health, parliamentarians, UN bodies and decision-makers in various relevant platforms, such as WHO working groups, UNAIDS, CCMs, the Global Fund, and PEPFAR.



## Factsheet on Trans Men in the HIV Response

The **Factsheet** is an accessible resource aimed at trans and gender diverse communities, debunking myths about trans masculine persons and HIV to build consensus within the community on the need for the inclusion of all trans and gender diverse people in the HIV response.



# Strengthening Trans Community Engagement in National HIV, TB, and Malaria Responses

GATE's [Community Engagement Strategic Initiative \(CE-SI\) Project](#) aims to enhance the meaningful participation and inclusion of trans and gender diverse community-led organizations in national HIV responses. This includes increasing community representation and meaningful participation in health policy spaces, and in the design and implementation of national HIV strategies, and a strengthening of community-based organizations' advocacy capacity.

2023 was the final implementation year of this Global Fund funding cycle for this multi-year project, conducted in partnership with organizations in Tanzania, Ukraine, Zambia, Cambodia, Kenya, Thailand, and Uganda. Under the scope of this project, **partners held community consultations, developed community-endorsed advocacy plans, set up task forces, and were able to amplify the voice of the trans and gender diverse community in health policy spaces.**

**Hostile legal and political contexts were a major challenge in many countries.** In Uganda, the introduction of the *Anti-Homosexuality Act* had a serious and ongoing impact, with previous gains in health rights being eroded, and the need for emergency assistance to be provided to community members experiencing increasing levels of violence, eviction, and homelessness. In Ukraine, the ongoing war had a serious impact, with our partner facing setbacks when the majority of its board and staff members fled the country.

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Delegates from Kenya, Tanzania, Uganda, and Zambia participating in the CE-SI Consultations



Support provided through this project enabled our Ugandan partner to move much of their advocacy work online, which enabled them to get a seat for a trans and gender diverse community representative on the Ugandan HIV response country coordinating mechanism (CCM). Our Ukrainian partner managed to restructure their organization, bringing on board young trans and gender diverse activists, providing emergency assistance to community members displaced by military aggression, and successfully advocating for increased access to health services, including a significant policy change recognizing trans and gender diverse people as a key population in the country's HIV response.



Delegates from Cambodia, Thailand, and Ukraine participating in the CE-SI Consultations

**Other partners were enabled to engage in other decision-making spaces and participate in working groups and key population networks to strengthen their participation in policy spaces to engage in the development of their countries' Global Fund funding requests, resulting in greater inclusion of trans and gender diverse community priorities and, in some cases, more funding being allocated to trans and gender diverse-focused programming.** In addition to Uganda, partners in Thailand, Cambodia, Ukraine, and Zambia secured trans and gender diverse representation on their country's HIV response country coordinating mechanisms (CCMs).

# Coordination in Global Health Responses

A key element of policy change in health involves engaging in meetings, working groups, and guideline development processes to ensure that trans and gender diverse health-related rights and concerns are raised at all levels of policy-making, service development, and funding allocation.

In 2023, **GATE** was appointed as a member of the newly formed [Global Council on Inequalities, HIV, and Pandemics](#), which will play an important role in mobilizing support for community-led organizations as integral components of health responses.

**GATE** participated in global health working groups, including WHO Civil Society Eliminating Mpox, Global Prevention Coalition, UNAIDS Sustainable Funding of Community-Led HIV Responses, UNAIDS Monitoring 30–80–60 Political Declaration Targets, UNAIDS PCB Programme Coordinating Board Civil Society Advisory Group and UNODC Informal Civil Society Organization Group on Health in Prison.

We also provided input to the UN Economic Commission for Europe Working Party on Regulatory Cooperation and Standardization Policies Gender-Responsive Standards (UNECE-WP6-GRS) Code List Project to ensure improved inclusion of trans, gender diverse, and intersex persons in official codes and data collection at the UN level.

Alongside this, we participated in the process of developing USAID guidelines on strengthening the inclusion of trans and gender diverse community members in USAID sexual and reproductive health research and service delivery.

# Institutional Strengthening

We seek to consolidate GATE's leadership as an advocacy and expert organization by strengthening its structures and systems, expanding its visibility, increasing its funding, and supporting the safety, development, and well-being of all its staff and partners.

## Objectives:

- Improve GATE's operative capacity (communications, systems, human resources, etc.)
- Strengthen GATE's governance and consultative structures.
- Increase staff access to institutional support systems (safety, well-being, professional development).
- Increase and expand GATE's fundraising and sustainability.

## Strategic outcomes:

- GATE has the human and financial resources to deliver on its strategy.
- GATE's Board provides strategic direction and is accountable to trans, gender diverse, and intersex movements.
- GATE creates an environment for leaders to thrive and promotes the well-being and development of its staff.

*For detailed objectives, strategies and expected outcomes for Goal 4, see pages 15–17 of the **Strategic Plan**. For short-, medium- and long-term indicators for Goal 4, see page 22 of the **Strategic Plan**.*

# Board and Staff Development

As an organization that works 100% remotely, it is essential that we provide in-person meetings for our Board and staff to facilitate engagement, work planning, and relationship building. To enable this, GATE held a Board Retreat and Staff Retreat in Mexico City in March 2023 to plan for the year ahead, and to provide the opportunity for team building.

Following this meeting, **GATE hired three new staff members in communications, health, and movement building to facilitate the ongoing expansion of our staff, and areas of work.**

Towards the end of 2023, **GATE secured funding for staff well-being, a significant step forward in embodying the principles of care and support within our organizational culture.** Well-being activities were proposed by each staff member and were unique to the needs of each individual. This grant provided much-needed support to improve staff mental and physical well-being in order to better cope with long hours in front of a screen, and to mitigate the stress of working on trans, gender diverse, and intersex-related issues.

“In today’s fast-paced and often high-pressure work environments, it’s crucial to prioritize the well-being of staff members. This is not just a matter of personal health; it’s a critical component of an organization’s success and sustainability. As the Executive Director of Global Action for Trans Equality (GATE), I have witnessed the transformative power of prioritizing our team’s mental, emotional, and physical health.”

– Erika Castellanos, Executive Director of GATE



Staff enjoying one of the well-being activities

# Operative Capacity

**As GATE grew in terms of human and financial resources in 2023, our leadership recognized the importance of sound financial management in realizing GATE's goals. With ambitious plans on the horizon, GATE onboarded additional accounting and bookkeeping services.** This initiative is a strategic investment in GATE's capacity and resilience. By enlisting these services, GATE seeks to elevate its financial stewardship practices, enhance transparency, and streamline operations to fuel expansion initiatives.

In the short time since GATE moved to leverage these additional services, the impact of the integration has been profound. The clarity and precision in financial reporting have empowered leadership in its actions to implement GATE's Strategic Plan, and work toward sustainable development, and growth. With an improved comprehensive understanding of financial health and performance, GATE can allocate resources strategically, identify areas for optimization, and capitalize on emerging opportunities with confidence and foresight.

Furthermore, the accounting and bookkeeping services lift some of the burden of financial management from internal staff, allowing them to redirect their focus and energy towards improving operations, bolstering cyber security protocols, and creating an efficient and effective work environment for GATE, thus positively impacting the achievement of our mission statement.

**Cyber security is crucial in GATE's work as a 100% remote, global organization where it relies on technology to carry out its mission.** GATE's cyber security practices are essential to protecting sensitive information, preserving our reputation, mitigating financial risks, ensuring the continuity of our operations, and complying with regulations.

**GATE has made significant strides in weaving digital security into its operations.** This includes conducting a comprehensive audit of our information assets, and taking steps to ensure all risks posed by our most at-risk information are mitigated. A risk assessment within GATE's digital infrastructure and operations was also conducted, and mitigating strategies were put in place.

GATE will continue its investment in a proactive and holistic approach to its cyber security through continued comprehensive risk assessments, continuous updates to security protocols, fostering relationships with external experts, establishing regular security audits and monitoring processes, prioritizing employee training, and investing in technology and infrastructure.

# Donor Engagement

**As part of GATE's strategic priority to engage with international donors and donors' coordinating mechanisms to increase resources to the trans, gender diverse, and intersex movements, GATE hosted a donors' briefing. We presented the critical issues related to health, human rights, and movement building that trans and gender diverse communities faced in 2023, as well as what GATE has done to address these, and what still needs to be done in 2024.**

We invited one of our regional partners to present their work in an effort to bridge the gap between trans-led organizations and the donor community. This briefing proved very successful, with multiple donors reaching out to offer additional resources to GATE, and potential donors became participating donors off the back of this session. **GATE intends to host this meeting on an annual basis at the end of the fiscal year to keep donors apprised of ongoing issues relating to trans, gender diverse, and intersex communities worldwide.**

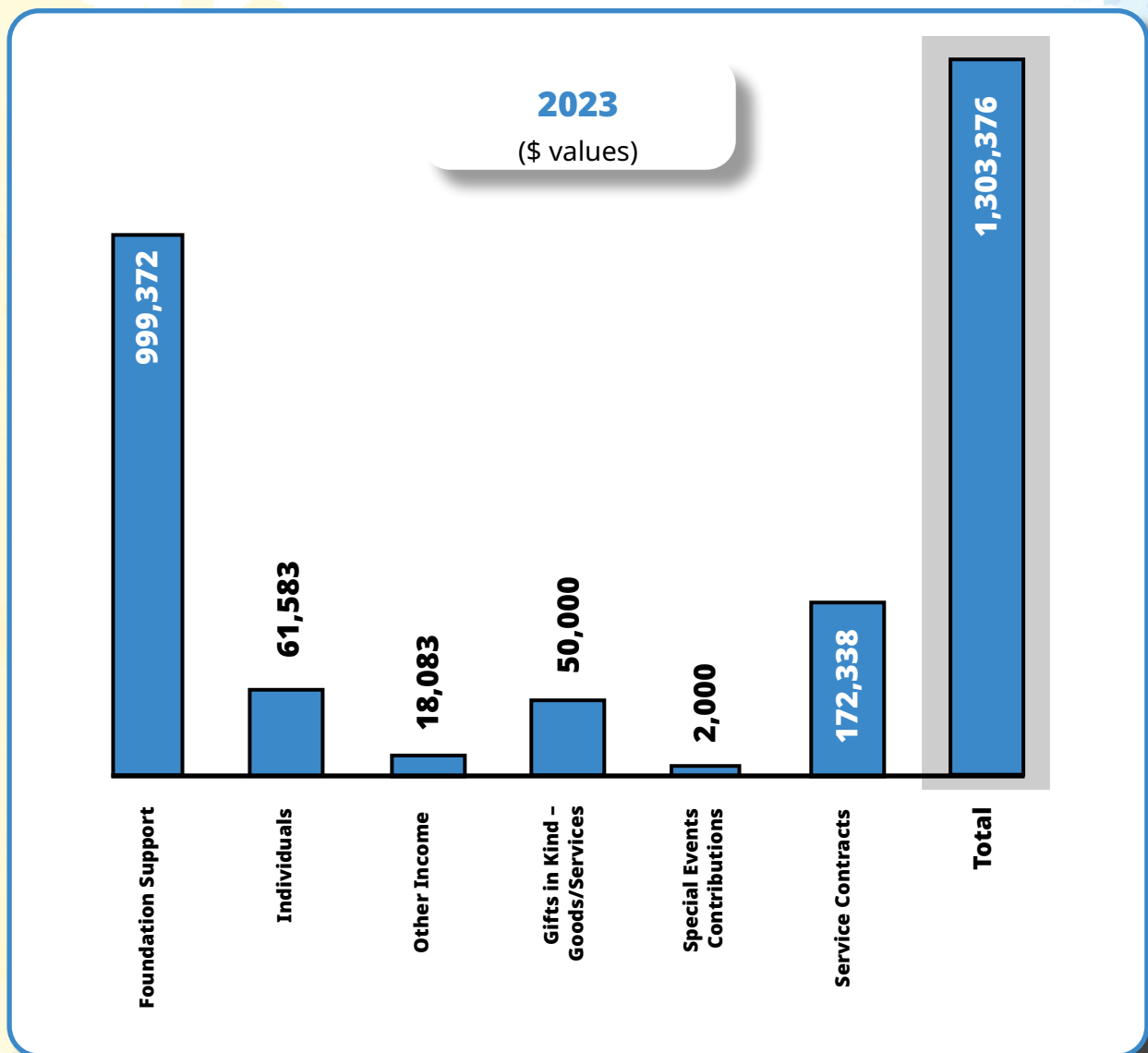
Additionally, GATE:

- participated in the strategic planning process of the Robert Carr Fund, and highlighted the need for long-term core funding for trans, gender diverse, and intersex communities,
- shared multiple resources to inform the Global Prevention Coalition Working Group's engagement on trans and gender diverse issues, and
- participated in the Equal Rights Coalition's monthly meetings of the Donor Coordination Working Group.

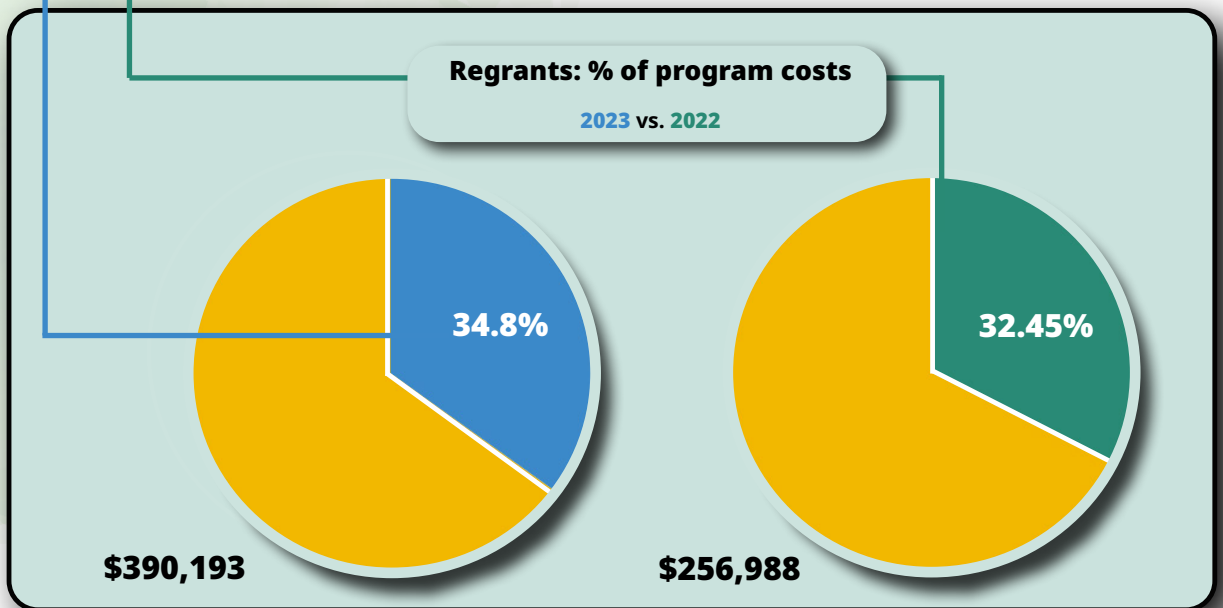
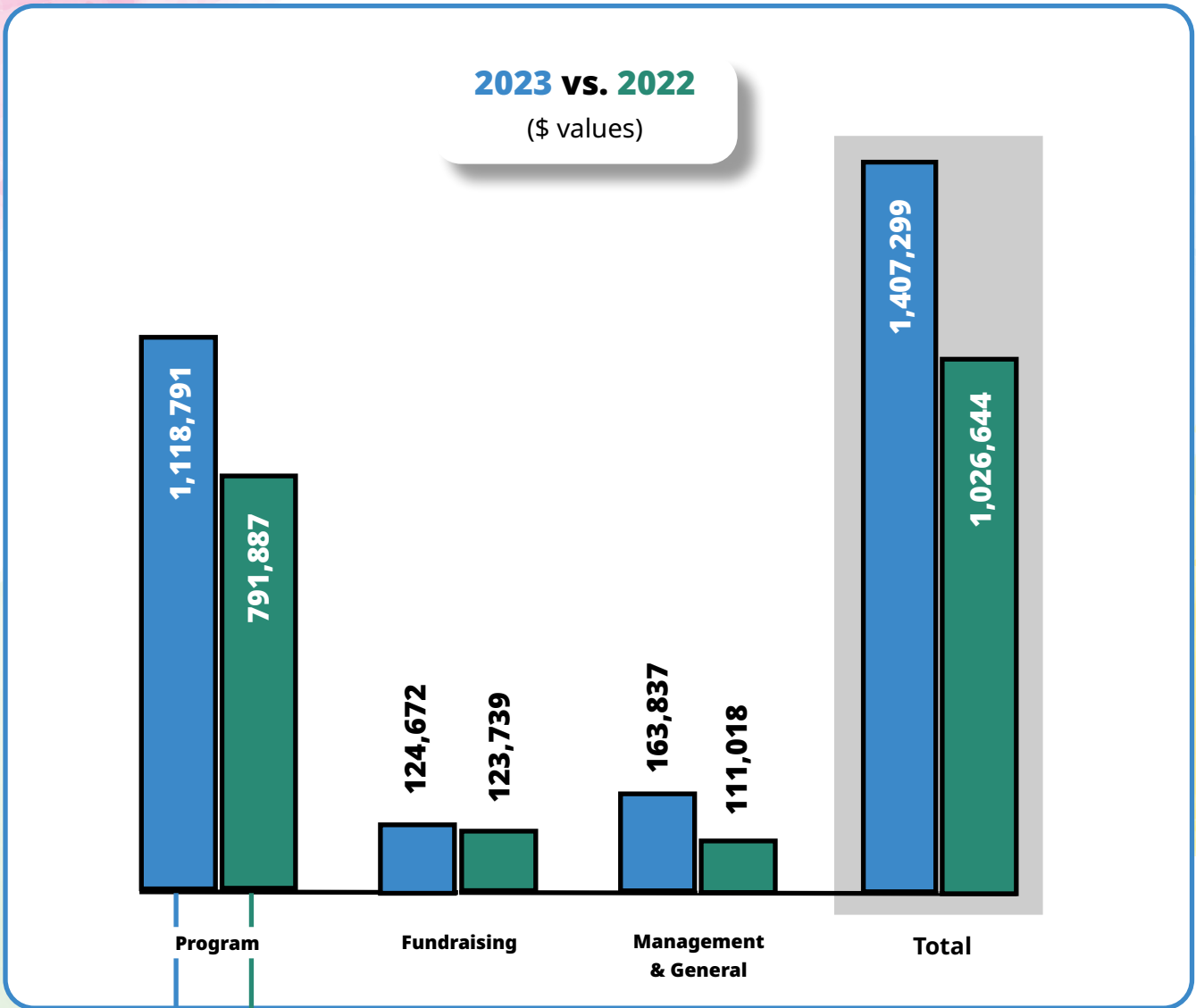
To facilitate external fundraisers, GATE's [branding guidelines](#) and fundraising materials were finalized and uploaded to our website.

# Financial Overview

## Revenue Overview



# Expense Overview







**GATE**

[www.gate.ngo](http://www.gate.ngo)

