












**GATE**

**Organizational  
Membership  
Policy**



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# 1. Introduction

[GATE \(Global Action for Trans Equality\)](#) is dedicated to promoting the rights, health, and overall well-being of trans and gender diverse communities around the globe. In our commitment to deepen engagement and collaboration, GATE has adopted an organizational membership model. This policy outlines the framework for organizations wishing to join our efforts in fostering global trans equality without the requirement of membership fees.

## **Our motivations:**

By fostering a community of organizations united by a shared mission, we aim to create a dynamic network where knowledge, experiences, and resources are exchanged freely, enriching the global trans and gender diverse movement. A unified membership provides a powerful and legitimate global voice, enabling us to represent our communities effectively and advocate for their priorities. This cohesion amplifies our influence before policy bodies and decision-making instances, ultimately shaping a world that respects and upholds the rights and well-being of trans and gender diverse individuals.



## 2. Membership Eligibility

Membership in GATE is open to organizations, groups, and networks that meet the following criteria:

### 2.1 Alignment with GATE's Mission

Organizations must demonstrate a clear commitment to supporting and advancing the rights and well-being of trans and gender diverse individuals. This commitment should be evident in the organization's mission statement, activities, and values.

### 2.2 Active Engagement

Applicant organizations should be actively involved in work or advocacy that directly benefits trans and gender diverse communities. This involvement can include, but is not limited to, legal advocacy, health services, public education campaigns, support services, and research initiatives.

### 2.3 Trans and Gender Diverse Leadership

GATE requires that member organizations demonstrate substantial trans and gender diverse leadership to ensure our membership aligns with our communities. An organization is considered trans- and gender diverse-led if trans and gender diverse people make up at least 70% of its staff, members and/or active volunteers, especially in leadership positions, Board, spokespeople and any other budget and decision-making bodies. Organizations must provide evidence of their trans and gender diverse-led composition, including organizational charts, staff bios, or a written statement affirming that the organization meets the trans and gender diverse -led criteria, especially in environments where disclosing personal information could be harmful.

## 2.4 Legal Compliance and Organizational Status

Membership is open to legally registered entities and non-registered groups with a proven track record of trans and gender diverse advocacy and support. Non-registered groups must demonstrate their engagement and impact within trans and gender diverse communities through alternative means, such as letters of support or documentation of past projects.

## 2.5 Non-Discrimination Policy and/or Practices

Organizations, regardless of their formal structure, are expected to uphold a commitment to non-discrimination, with a particular focus on protecting trans and gender diverse individuals. For larger, registered organizations, this may involve having a written policy that is actively applied across operations, such as employment, service provision, and advocacy. For smaller unregistered collectives or grassroots initiatives, this commitment can be demonstrated through practices and values that clearly reflect the protection of marginalized groups, including trans and gender diverse people. Regardless of the method of implementation, the commitment to non-discrimination should encompass both the organization's internal stakeholders (for instance: staff, volunteers and members) and external stakeholders (for instance: partner organizations, recipients of support and/or resources, vendors, legislators, and the broader community).

GATE recognizes the diversity of structures within trans and gender diverse activism, from formal NGOs to more informal, non-registered collectives. GATE emphasizes an intersectional approach to non-discrimination, recognizing that the struggle for liberation extends beyond gender identity and expression. We believe in combating all forms of discrimination, understanding that efforts towards the emancipation of marginalized communities are essential for the liberation of all. This commitment aligns with our broader mission to foster inclusivity, diversity, and equality within trans and gender diverse communities worldwide.

### **Membership Fees**

The membership fees are free. This means that organizations will not be charged any fees.



### 3. Communications Channels

GATE primarily utilizes email communication for official announcements, updates, and relevant information. A dedicated online platform or portal may also be established for secure and organized interactions between GATE and its member organizations. Less formal communication channels, such as secured messaging applications, can be used temporarily upon agreement. Members must regularly check their registered email addresses and the designated online platform for important communications. By applying for GATE membership, organizations opt-in to receiving communications from GATE via email, text message, secured messaging applications, telephone, physical mail and any other mediums used by GATE from time to time.



## 4. Application Process

The application process for GATE membership is designed to be thorough yet accessible, ensuring that all organizations that share our commitment to trans and gender diverse communities can apply. Below are the expanded steps involved in the application process:

### 4.1 Initial Inquiry

Interested organizations are encouraged to first familiarize themselves with GATE's mission, values, and work by [visiting our website](#). This initial step helps potential applicants assess their alignment with GATE's objectives.

### 4.2 Application Form Submission

Organizations must complete the application form available on GATE's website. This form collects basic information about the organization, including its name, mission, activities, and evidence of trans and gender diverse leadership.

The form will also ask for a statement of interest, where organizations can elaborate on their reasons for wanting to join GATE, how they believe they can contribute to the network, and what they hope to gain from membership.

### 4.3 Documentation of trans and gender diverse Leadership

As part of the application, organizations must provide documentation that supports their claim of being trans and gender diverse-led. This may include organizational charts, staff bios, or a signed statement by a senior leader. For organizations where privacy concerns prevent detailed disclosures, a narrative description of how trans and gender diverse leadership is embedded in the organization's operations will suffice.

## 4.4 Supplementary Materials

Organizations are encouraged to submit supplementary materials demonstrating their work and impact within trans and gender diverse communities to strengthen their application. This could include reports on past projects, letters of support from community members, or media coverage of their advocacy efforts.

## 4.5 Review Process

Upon submission, applications will be reviewed by the Membership Committee, which comprises GATE staff and Board Members. The review process aims to assess the alignment of the applicant organization with GATE's mission and values, the authenticity of its trans and gender diverse leadership, and its potential contribution to the network.

The Membership Committee may contact applicants for additional information or clarification during the review process.

## 4.6 Notification of Decision

Organizations will be notified of the Membership Committee's decision within 10 weeks of submitting their application. Successful applicants will receive a welcome package that includes detailed information on membership benefits, rights, responsibilities, and upcoming engagement opportunities.

In cases where an application is not approved, feedback will be provided to the organization, and suggestions for strengthening future applications may be offered.

## 4.7 Onboarding

New members will undergo an onboarding process, which includes an orientation to GATE's work, an introduction to current members, and guidance on how to actively participate in the network. This process is designed to integrate new members into the GATE community effectively and ensure they are well-positioned to contribute to and benefit from their membership.



## 5. Member Benefits and Responsibilities

### 5.1. Member Rights

As part of the GATE membership community, organizations enjoy certain rights that facilitate their active participation and contribution to the mission of advancing trans and gender diverse rights and well-being:

#### 5.1.1 Access to Resources and Networks

Members have priority access to various resources, including research publications, advocacy tools, and educational materials and dedicated exclusive access to tools created only for GATE members. Additionally, members can tap into GATE's extensive network of trans and gender diverse organizations and activists, enhancing collaboration opportunities.

#### 5.1.2 Participation in Strategic Decisions

Member organizations may be invited to participate in strategic decision-making processes that shape GATE's strategic directions, such as providing input into consultations and surveys when GATE is developing or reviewing its Strategic Plan. This ensures that GATE's actions reflect the diverse needs and perspectives within the trans and gender diverse community.

#### 5.1.3 Capacity Building and Training

GATE provides members with opportunities for capacity building and professional development through workshops, webinars, 1:1 mentorship, and training sessions. These enhance members' advocacy, research, fundraising, and organizational management skills.

## 5.1.4 Visibility and Advocacy Support

Members receive support in amplifying their work and advocacy efforts through GATE's communication channels, such as social media, newsletters, and press releases. GATE also offers strategic guidance on campaign development and execution.

## 5.2 Member Responsibilities

Membership in GATE comes with responsibilities that ensure the network remains dynamic, respectful, and aligned with its core mission:

### 5.2.1 Uphold GATE's Mission and Values

Members must actively uphold and promote GATE's mission and values in their work. This includes a commitment to non-discrimination, respect for diversity, and dedication to advancing the rights and well-being of trans and gender diverse communities.

### 5.2.2 Active Participation and Engagement

Organizations are expected to actively engage with GATE's initiatives, including participating in campaigns, contributing to research projects, and attending meetings and events. Engagement demonstrates commitment to the collective effort and enriches the network with diverse perspectives and expertise.

### 5.2.3 Transparency and Accountability

Members are expected to operate with transparency and accountability, particularly in their interactions with the network and in the reporting of activities and outcomes related to GATE's mission. This fosters trust and mutual respect among members.

### 5.2.4 Financial Integrity

While GATE does not require membership fees, members are encouraged to maintain financial integrity in their operations. This includes ethical fundraising practices and the responsible management of resources, in line with GATE's values of transparency and accountability.

## 5.2.5 Respectful Communication

Members must adhere to respectful communication principles, both within the GATE network and in external engagements. This includes fostering an environment of constructive feedback, mutual respect, and support for fellow members. All public communications that mention, tag, or otherwise refer to GATE must comply with [GATE's Brand Policies](#), including the GATE Logo Use Guidelines for Members and the GATE Social Media Policy.

## 5.2.6 Adherence to GATE Policies

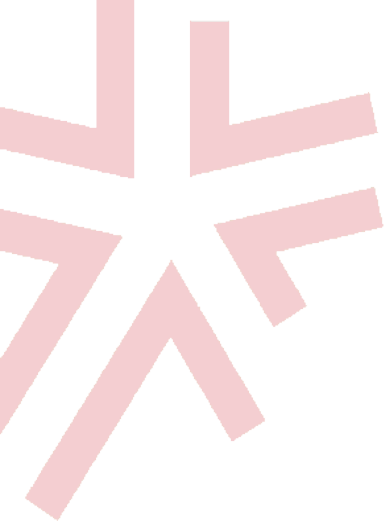
Members must comply with all policies promulgated by GATE. Violation of GATE's policies, as determined by GATE in its sole discretion, may result in termination of membership.

## 5.2.7 Relationship to GATE

Membership in GATE shall not be construed to establish a legal partnership with GATE or with any other member. Except with GATE's explicit written approval, members do not have any authority to act as agents or representatives of GATE in any context.

## 5.2.8 Use of Member's Brand

Upon acceptance of membership in GATE, each organization grants to GATE permission and a non-exclusive, royalty-free, worldwide, limited license to publicize and otherwise use the organization's name, trademarks, service marks, logos, trade dress and insignia for purposes related to the furtherance of GATE's mission.



## 6. Membership Termination/Cancellation

### 6.1 Termination by GATE Membership Committee

GATE's Membership Committee reserves the right to terminate an organization's membership if one or more of the duties outlined in this policy are not respected. Before termination, the Membership Committee may issue a written warning and provide a 6-week notice period to allow the organization to adjust and address the concerns raised. Termination decisions will be communicated in writing, outlining the reasons for the action taken.

### 6.2 Voluntary Membership Cancellation

Any member organization may voluntarily cancel their membership at any point by submitting a written request to [membership@gate.ngo](mailto:membership@gate.ngo). The request must be accompanied by a letter of explanation signed by the organization's highest decision-making body. GATE will acknowledge the cancellation request and process it promptly.

## 7. Membership Renewal and Confirmation

Membership renews automatically every year unless an explicit written request for withdrawal of membership is received via email to

## 8. Amendments to the Membership Policy

GATE reserves the right to amend this policy as necessary to reflect the evolving landscape of trans and gender diverse advocacy or the needs of its member organizations. Members may be notified of any substantial changes and invited to provide input. It is the responsibility of each member to review this policy from time to time and remain informed of its provisions.

## 9. Conclusion

Joining GATE as a member organization signifies a commitment to advancing trans and gender diverse rights and well-being globally. Together, we can amplify our voices and make a lasting impact.

