

# Annual Report

2024





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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)**



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## 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.

# About GATE

## 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





As I reflect on GATE's impact this past year, the purpose behind the work we do and the need for it is brought into sharp focus by current events. While anti-gender movements have influenced socio-legal-political landscapes in many countries around the world for many years now, what is taking place in the US right now is reaching new levels, with ripple effects already being felt across the globe, and the whole world is watching. The fascist, anti-rights, and anti-gender movement has reached a tipping point with the 47th President of the US making policy and legal changes grounded in a horrifying weaponization of patriarchal and racist rhetoric in a way that has and will continue to systematically not only dismantle the human rights of trans and gender diverse people, but attack our dignity in the US and countries and organizations around the world.



What is horrifying about what is unfolding before our eyes is that the premise behind this rhetoric and these laws is that we, as trans and gender diverse people, must not have rights and should be erased, as our lives are a threat to other human beings.

# A Letter from Our Board Chair

The significance of this tipping point has been met with intense disbelief, grief, fear, and rage by trans and gender diverse people and activists, as well as our allies. But equally, it has elicited a powerful wave of renewed determination to loudly assert that we do indeed exist, that we always have, and that we will double our efforts and forge ahead with our dedication to honor the communities we serve. We will undoubtedly continue to fight alongside them and the wider human rights movement for our shared humanity, and a world in which the inalienable rights of all human beings are upheld and respected.

As I reflect on GATE's key impact in 2024, it is very clear to me that the power that we, as trans and gender diverse people, have to stand up for ourselves and our communities in countering anti-gender rhetoric and policy is immense and unshakable. GATE has made deeply meaningful contributions to guiding policy in global political spaces, making trans and gender diverse voices heard in human rights advocacy forums, and supporting grassroots-level communities.

The sheer amount of work led by the staff and supported by our Board, as well as the powerful influence we have had over the course of 2024, fill me with pride and give me much hope for the year to come. The ongoing fascist rise will be met with a unified trans and gender diverse advocacy counter-movement. We will be an unquestionable force to be reckoned with.

*Simon Petitjean*  
**Board Chair, GATE**



Dear Friends,

As we reflect on the accomplishments and challenges of 2024, I am filled with profound gratitude for the resilience, courage and solidarity that define our trans and gender diverse communities. 2024 has been a testament to the transformative power of collective action and unwavering advocacy in the face of increasing hostility and systemic barriers.

At GATE, our mission has always been rooted in the pursuit of justice and equality. In 2024, we witnessed significant milestones that strengthened our commitment to this vision. The Unite! Advocate! Thrive! Global Trans Conference 2024 was a historic gathering, bringing together over 200 activists, allies and stakeholders from all world regions. This event amplified our voices and provided critical insights that will inform our strategies for years to come.

Through our advocacy at international institutions, we advanced trans and gender diverse rights on global platforms, from our involvement in developing healthcare-related guidelines, to our leadership in reimagining community-led responses. These initiatives underscore our commitment to ensuring that the health and human rights of trans and gender diverse people are recognized and prioritized worldwide.



# A Letter from Our Executive Director

Yet, our progress has not been without challenges. The continued building of momentum of anti-gender movements and the growing influence of far-right ideologies have posed significant threats to our communities. This hostility only reaffirms the importance of our work. In response, we have fortified our advocacy efforts, supported regional and national trans- and gender diverse-led initiatives, and expanded our resource mobilization strategies to sustain our movements.

Our achievements would not have been possible without the unwavering support of our donors. Your belief in our mission fuels our determination to create a world where everyone can live with dignity and respect, free from discrimination and violence.

As we look ahead, we remain steadfast in our commitment to building a unified and resilient global movement. We will continue to challenge oppression, dismantle systemic barriers, and advocate for policies promoting equality, health and well-being.

Thank you for standing with us on this journey. Your support inspires us to keep moving forward.

In solidarity, and with gratitude,

*Erika Castellanos*  
Executive Director, GATE



**Simon Petitjean | he/him | Chair | France**

Simon is a Franco-British trans man who 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.



**Ayden Scheim | he/him | Secretary | Canada**

Ayden is a gay trans man from Canada with over 20 years of experience in trans health, human rights, movement building and community-led research. He is a professor of epidemiology and his professional work focuses on building and disseminating the evidence base for trans health and human rights.



**Abhi Muchtar | he/him | Treasurer | Indonesia**

Abhi, born in Jakarta, Indonesia, is a financial advisor and trans rights advocate. He co-founded Transmen Indonesia and contributes to the community by providing legal transition support.



# Our Board

**Alexandra Rodriguez | she/her | Member | Mexico**

Alexandra is an advocate for the human rights of trans and gender diverse people. She is the Program Director of La Jauria Trans and is actively engaged in the LGBTQI+ movement, organizing and mobilizing the trans movement internationally.



**Jay Mulucha | he/him | Member | Uganda**

Jay is 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 and derives passion from trying to make Africa a friendlier place for current and future LGBTQ individuals.



**With heartfelt thanks to our Board Members who completed their term in 2024:  
Tamara Adrian, Monalisa Akintole, Orniell Latiyah, Zakaria Nasser, and Rikki Nathanson**



**Erika Castellanos | she/her | Executive Director | Belize**

Erika is a transgender HIV-positive woman from Belize residing in the Netherlands. A social worker by profession, Erika joined GATE in April 2017 as Director of Programs. In 2022, Erika was appointed Interim Executive Director, and in 2023, she became Executive Director of GATE.



**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 an Irish trans man and non-profit communications specialist. He joined GATE in September 2017 as Communications Officer, was appointed Communications Manager in 2021, and became Director of Communications in 2024. He has a Degree in International Media and Communications Studies, and a Masters in Marketing.



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

Levan is a queer feminist activist from the Republic of Georgia. They joined GATE in 2022 as Human Rights Lead and bring vast experience in LGBTQI and feminist movements in the Eurasia region. They are 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.



# Our Staff

**Anil Padavatan | he/she | Health Lead | South Africa**

Anil is a non-binary transmasculine health and human rights activist. He joined GATE in 2023 as Health Lead and brings extensive experience from the fields of HIV, human rights and access to healthcare, including work on developing gender-affirming care guidelines in South Africa. Anil holds a Degree in Psychology.



**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. He joined GATE in 2023 as Movement Building Lead and his expertise lie in community and capacity building, organizational development, and cross-movement engagement.



**Andreo Gustavo | he/him | Communications Officer | Portugal**

Andreo is a Portuguese transgender man, trained as a structural and cultural consultant for SOGIESC inclusion. He joined GATE in 2022 as Communications Assistant and was appointed Communications Officer in 2023. He holds a Masters in Humanitarian Action, Cooperation and Development, and has a background in health and communications consultancy.



**Adriana Beukes | she/her | Finance Officer | South Africa**

Adriana joined GATE in October 2024 as Finance Officer, bringing over 15 years of experience in the financial sector. With a background in Financial Administration since 2009, she transitioned to the nonprofit sector in 2018, where she gained expertise in financial and grant management. Adriana holds degrees in Accounting Sciences and Business Administration.





# Unite! Advocate! Thrive! Global Trans Conference 2024

**UNITE!**  
**ADVOCATE!**  
**THRIVE!**

With over 200 participants, GATE's Unite! Advocate! Thrive! Global Trans Conference 2024 marked the realization of a 14-year dream to reconvene trans and gender diverse activists, allies, and key stakeholders from across the world. The program yielded key insights into global priorities, which we will utilize as we move into our strategic planning for 2027 to 2032.

The findings from the Conference have been developed into three thematic reports under the Conference's main pillars of [human rights](#), [movement building](#), and [health](#). We also created a [global report](#) summarizing the findings from the Conference as a whole. These reports provide a wealth of detail into key areas for funding trans and gender diverse communities over the next 5 years.

## 2024 Highlights

### The Conference at a glance

- **1<sup>st</sup>** Global Trans Conference since 2010
- **200** Attendees, comprising activists, researchers, policymakers, donors, and community leaders
- **66%** of the attendees received full scholarships to attend
- **67** Countries represented
- **12** Trans and gender diverse-led member organizations made up the Conference Organizing Committee
- Culminated in the ['Global Trans and Gender Diverse Declaration'](#)

[Read more about this Declaration in this Report.](#)



Group photo of some of the participants from GATE's Unite! Advocate! Thrive! Global Trans Conference 2024





# Establishment of Trans-Led South-West Asia and North Africa (SWANA) Network

**GATE is very proud to have facilitated the establishment of a trans-led regional network in the South-West Asia and North Africa (SWANA) region.**

The SWANA region is characterized by relative legal hostility, systemic underfunding, and limited advocacy opportunities for trans-led initiatives. There is a lack of data and engagement with these initiatives in SWANA, reflecting broader underinvestment, with over 35% of LGBTQI+ organizations in the region operating without funding. Trans-specific initiatives typically receive an even smaller share of available funding.

Within this context, **GATE supported the formation of a trans-led network in this region by supporting the [Transgender Red Umbrella \(TGRU\)](#) organization.**



## TRANSGENDER RED UMBRELLA

TGRU was established in late 2023 as a collective of trans and sex worker activists from the SWANA region, addressing the lack of formal representation and support structures for trans-led initiatives.

GATE began supporting TGRU in early 2024 through a mentorship program and limited financial assistance, aimed at fostering the organization’s development and sustainability. **This support provided financial stability, capacity-building resources, and access to international networks. These efforts facilitated the organization’s growth and positioned it to contribute to broader regional and global advocacy efforts.**

[Read more about GATE’s support of TGRU in this Report.](#)

Below: From the AIDS 2024 Conference’s, first-ever all-trans panel session coordinated by GATE, titled ‘Breaking Barriers: Paving the Way for Enhanced HIV Care in Trans Communities’



Above: Plenary speakers from one of the Movement Building sessions at GATE’s Unite! Advocate! Thrive! Global Trans Conference 2024





# Publications



## Recognizing, Documenting and Addressing Anti-Gender Opposition

This toolkit is designed to be used by trans, gender diverse and intersex organizations, collectives, activists, and allies to inform and build upon their work in countering anti-gender opposition. The focus of the toolkit includes recognizing and contextualizing anti-gender movements, identifying anti-gender actors, documenting and addressing anti-gender attacks, reporting to national, regional and international mechanisms, and being resilient and pre-empting anti-gender attacks.



## Turning the Tide: A Toolkit to Combat Anti-Gender Extremism

This toolkit is designed for trans and gender diverse activists who may be targeted by individual or organizational attacks from the anti-gender movement. GATE has compiled recommendations on how to respond to anti-gender extremism.

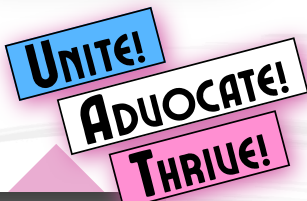


## From Inception to Future: A History of GATE

Find out more about the founding of GATE, the organization's development, and the work that we are focused on today in this [history of GATE](#).

## Unite! Advocate! Thrive! Global Trans Conference 2024 Reports

GATE's Unite! Advocate! Thrive! [Global Trans Conference 2024 Reports](#) include a [global report](#), and reports from each thematic area — [Human Rights](#), [Movement Building](#), and [Health](#).





# GATE Learning Hub Training



## Trans and Gender Diversity 101



In [this course](#), learn about trans and gender diversity in your context and worldwide, from basic terminology to community challenges and priorities, and the support you can provide.

Please contact us at [info@gate.ngo](mailto:info@gate.ngo) if you would like to access this course.



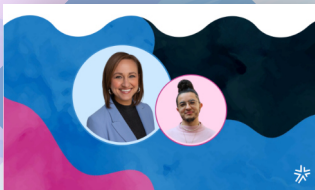
## Organizational Strengthening Training



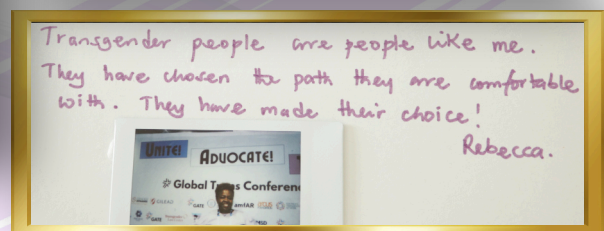
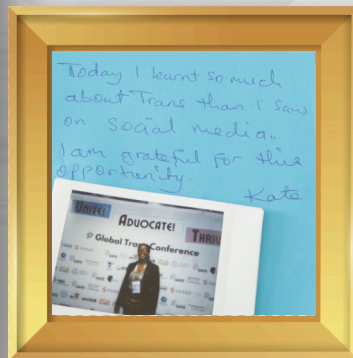
In [this course](#), learn to develop your organization to support your community in creating a better world. This course provides the tools to evaluate your organization and make it more resilient in the long run.



## Crisis Communication Training: Responding to Anti-Gender Extremism



Drawing on GATE's crisis communication toolkit, ['Turning the Tide: A Toolkit to Combat Anti-Gender Extremism'](#), this [online training on our YouTube channel](#) provides guidance and best practices for handling crises arising from anti-gender attacks. It imparts valuable skills and knowledge to empower your organization and community in understanding how to respond to anti-gender attacks.



From the 'What Does Being Trans Mean To Me?' photo exhibition organized by GATE in our Trans Networking Zone at the AIDS 2024 Conference





# LinkedIn Articles

In 2024, GATE staff members contributed monthly articles on LinkedIn to showcase their expertise and highlight the organization's wide-reaching impact. Each month, a different staff member wrote about topics related to their specific area of expertise and the issues they were addressing within GATE's work. This initiative helped demonstrate the depth of knowledge within the team and served as a platform for discussing key topics in the areas of human rights, movement building, and health. Below are some of these articles.



## **Under Threat: The Urgency of Collective Action**

[This article](#) discusses the gains in the anti-gender movement in 2024, how trans issues were used as one of the main tools of voter mobilization, and how a collective response in working towards a revitalized democracy by proposing solutions is the way forward.



## **The Power of Storytelling for Social Change: A Lesson from AIDS 2024**

[This article](#) looks at how the stories we tell, particularly in the media, are incredibly powerful in leading social change.



## **It's Hard to Access Healthcare When You Don't Exist!**

[This article](#) analyses the global HIV response and how those most vulnerable to HIV are still being excluded, with the trans and gender diverse community bearing a disproportionate burden of infection and resultant ill health.



## **Untamed, United, Unstoppable: The Future of the Trans and Gender Diverse Movement**

[This article](#) provides an analysis of the essential takeouts from the Unite! Advocate! Thrive! Global Trans Conference 2024 and the way forward for global advocacy.



## **Decolonizing Funding for Trans and Gender Diverse Communities**

[This article](#) discusses how funding often comes with its own priorities and criteria, and how these are in many cases not in alignment with the needs of the communities that trans and gender diverse donor recipients serve.



## **Trans Movement Thriving Against All Odds: The Kind of Money We Need**

[This article](#) looks at the massive disparity between the funding of trans and gender diverse movements in relation to that of anti-rights movements, and what kind of commitment is required to support and sustain trans and gender diverse advocacy.



## **The Power of Trans-Inclusive Communication Practices in Shaping Public Opinion**

[This article](#) discusses the power of inclusive communication and provide examples of trans-inclusive communication practices and a checklist for trans-inclusive communication practice.



## **Beyond Recognition: The Role of Economic Justice in Trans Empowerment**

[This article](#) argues that prioritizing economic and social rights within the quest for equality and justice within trans and gender diverse advocacy is essential in order to ensure that no one is left behind.



## **The Importance of Staff Well-Being**

[This article](#) looks at the vital importance of staff well-being in ensuring an organization's success and sustainability.





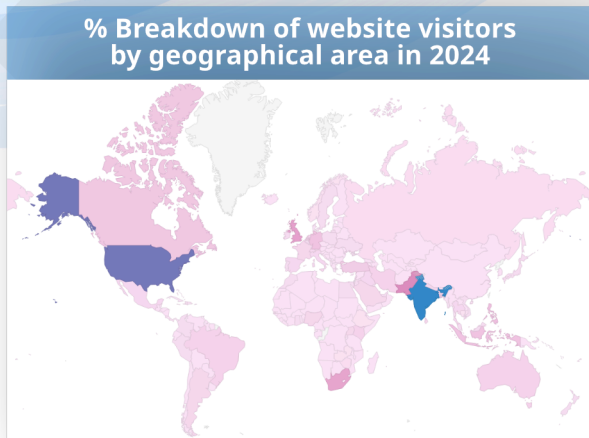
# Impact of GATE's Website

## Audience

Over the last year, **43,495 people visited GATE's website.**

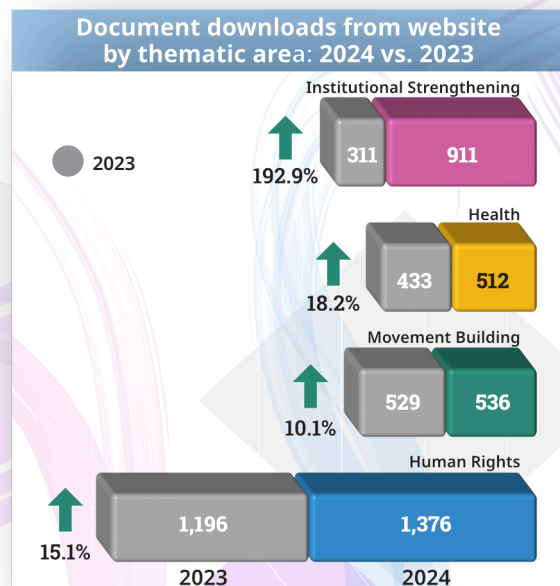
The bulk of users reside in the Asia and the Pacific region, closely followed by users in Australia, New Zealand, Canada, the USA, and Western Europe. Regions with the least representation are the Latin American and Caribbean (LAC) region and the Eastern Europe and Central Asia (EECA) regions.

# Our Impact



## Document downloads

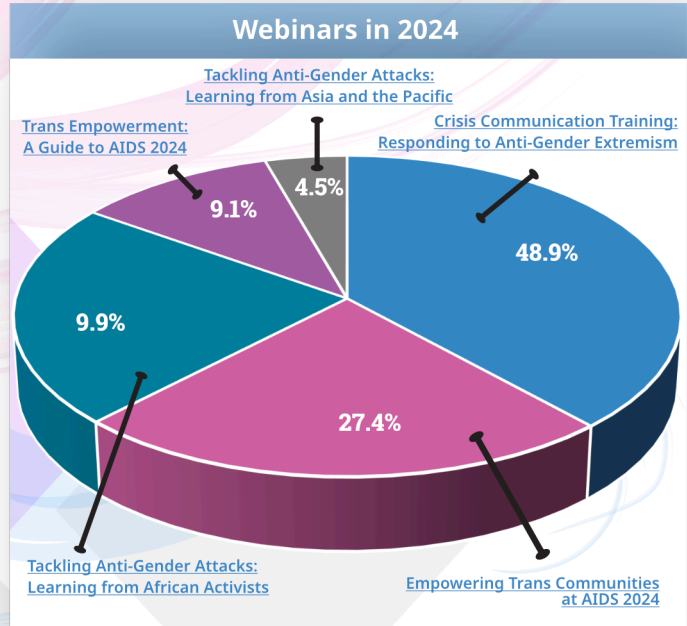
There was an **overall increase of 35.6%** in **downloads of documents created by GATE** from the Knowledge Portal of the website, including articles, publications, campaigns, organizational documents, and UN documents.





# Impact of GATE's Webinars

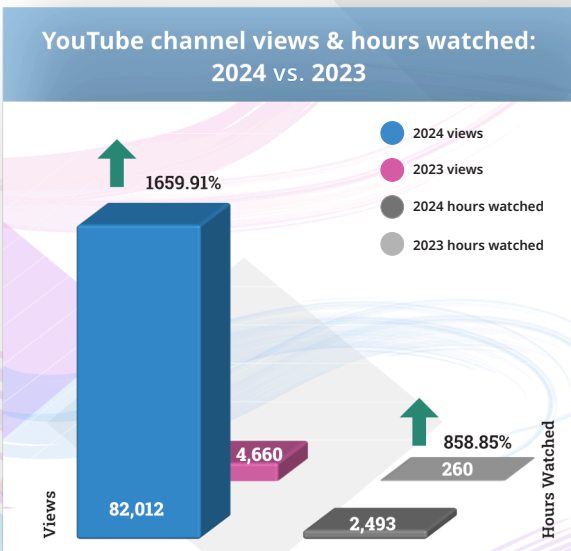
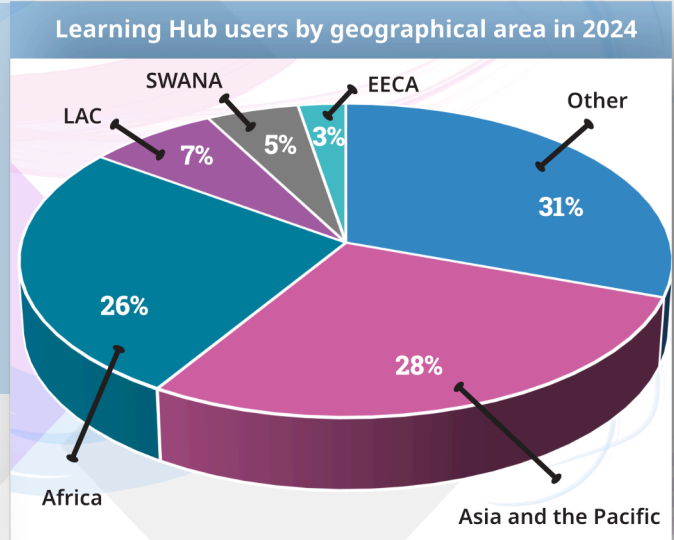
In 2024 GATE had a total of 492 participants in webinars created and hosted by us.



# Impact of GATE's Learning Hub

In 2024 GATE had a total of 609 participants (compared to 153 in 2023) in courses, with 456 new participants (compared to 153 in 2023). The increase of new users from 2023 to 2024 was 198%, and the increase of total users for the same period was 298%. Of the 609 users who disclosed their gender identity, 64% described themselves as being in the 'Other' category, with the remainder in the 'Trans or gender diverse' category.

- Other — Australia, New Zealand, Canada, USA & Western Europe
- Asia and the Pacific — Eastern Asia, South-Eastern Asia & the Pacific
- Africa — Central, Eastern, Southern & Western
- LAC — Latin America and the Caribbean
- SWANA — South-West Asia & North Africa
- EECA — Eastern Europe and Central Asia



# Impact of GATE's YouTube Channel

In 2024 GATE had an increase of 1659.51% in views compared to 2023 (82,012 vs. 2,493), and an increase of 858.85% in hours watched over the same period (2,493 vs. 260).



# Environmental Factors Impacting Our Work





# Increasing Far-Right Influence

The global environment in which GATE operates continues to pose significant challenges, shaped by complex political, social and economic factors. The rise and growing momentum of far-right political ideologies across the world has created an increasingly hostile environment for trans and gender diverse communities. This has been evident in 2024 in:

- Growing opposition to gender equality initiatives
- Restrictive laws
- Criminalization of trans and gender diverse identities
- Heightened threats of violence and discrimination

These shifts have directly impacted GATE's operational ability and have intensified the precariousness under which trans- and gender diverse-led organizations operate.



From one of the Movement Building sessions at GATE's Unite! Advocate! Thrive! Global Trans Conference 2024

## Anti-Rights Attacks on GATE

Throughout the year, GATE faced targeted attacks aimed at undermining our credibility and work. Early in the year, we were subjected to public criticisms by the **UN Special Rapporteur on Violence Against Women and Girls** as part of her strategy of hate against trans people. She has consistently targeted trans and gender diverse people in all her publications. A letter we submitted to the World Health Organization (WHO) provides a better understanding of the scope of these attacks.

At the end of this year, we **faced a coordinated attempt from a small number of members of the US Congress to delegitimize our role in the World Health Organization (WHO)'s development of gender-affirming care guidelines.** These attacks are not just political statements. They threaten the health, safety, and dignity of trans and gender diverse people globally.

**These attacks underscore the critical nature of our advocacy and the broader resistance to progress in advancing human rights for trans and gender diverse communities.**

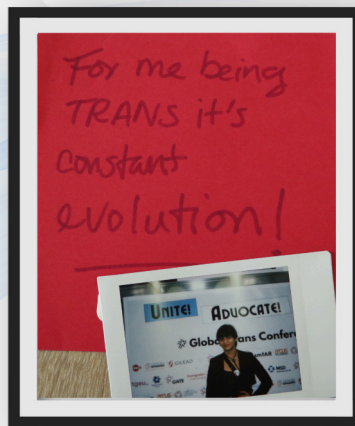


Above: From the all-trans panel, 'Breaking Barriers: Paving the Way for Enhanced HIV Care in Trans Communities' at the AIDS 2024 Conference

Below: From the 'What Does Being Trans Mean to Me?' photo exhibition organized by GATE and held in GATE's Trans Networking Zone at the AIDS 2024 Conference

## Limited Funding

In addition to these political challenges, the global funding landscape for trans- and gender diverse-led organizations remains constrained with significant resource limitations exacerbated by the hostile sociopolitical climate.



Despite these difficulties, GATE has worked tirelessly to ensure the sustainability of its initiatives, including pioneering efforts to secure dedicated funding streams and engaging with donors to champion the critical importance of supporting trans and gender diverse movements.

## Lack of Access to Healthcare

Access to healthcare also continues to be a pressing issue. Structural barriers and persistent inequalities impede the availability of gender-affirming care and holistic services for trans and gender diverse individuals.

[GATE's leadership in the WHO's Gender Affirming Care Guidelines process](#) marks a historic step toward addressing these disparities and promoting inclusive healthcare systems that prioritize community needs.





# Fragmentation of Movements

At the same time, the fragmentation of movements in different regions has highlighted the urgency of fostering cross-regional collaboration and solidarity.

**GATE has actively worked to bridge divides, strengthening partnerships and co-creating advocacy strategies that respond effectively to anti-gender movements. These efforts have reinforced the resilience of trans and gender diverse activists and organizations globally.**



Above right: From the 'Future of AIDS by and Beyond 2030' session at the AIDS 2024 Conference

Above left: From the Donor Pre-Conference of GATE's Unite! Advocate! Thrive! Global Trans Conference 2024

**Operating in this complex and often hostile context has also emphasized the importance of organizational adaptability.** GATE has prioritized:

- Institutional resilience
- Implementing measures to —
  - enhance operational capacity
  - improve safety protocols
  - maintain the agility needed to navigate an ever-changing landscape

*Through all of these challenges, GATE remains steadfast in its mission to advocate for the rights, health and well-being of trans and gender diverse communities. These environmental factors not only underscore the challenges but also reaffirm the necessity and urgency of the work we do.*



# Our work in 2024





***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.***

# Our Goals

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](#).***



## Goal #1

*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.*

# Human Rights



### 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](#).*





# Human Rights Frameworks

## UN Trans Advocacy Week

GATE hosted the 8<sup>th</sup> [UN Trans Advocacy Week](#) along with our partners, Asia Pacific Transgender Network (APTAN), Transgender Europe (TGEU), East Africa Trans Health & Advocacy (EATHAN), the Swedish Federation for Lesbian, Gay, Bisexual, Transgender, Queer and Intersex Rights (RFSL), and ILGA World. 13 Trans and gender diverse activists from around the world were brought to the UN headquarters in Geneva to attend the 56<sup>th</sup> Session of the Human Rights Council. The week had the following outcomes:

- **Delegates engaged with UN bodies and Member States on trans and gender diverse rights**, including meetings with UNAIDS, WHO, The Global Fund, the Independent Expert on Sexual Orientation and Gender Identity (IE SOGI), and various Permanent Missions, including the Netherlands, USA, EU, Canada, Australia, New Zealand, Germany and Denmark, as well as a breakfast with diplomats at the UN
- **A UN Human Rights Podcast, '[Humanity Unites: Speaking Out on Equality for All](#)', featured Trans Advocacy Week delegates** in a conversation with the UN Independent Expert on Sexual Orientation and Gender Identity, Graeme Reid, about the monitoring and protection of LGBTQ+ rights
- **GATE co-sponsored a side event, 'Decriminalizing Sex Work: A Human Rights Imperative'** with the Sexual Rights Initiative (SRI), the Global Network of Sex Work Projects (NSWP), and other sex worker and sexual and reproductive health and rights (SRHR) organizations. This discussion focused on decriminalizing sex work and its impact on human rights, sexual and reproductive health, and bodily autonomy.



ASIA PACIFIC  
TRANSGENDER  
NETWORK



RFSL



GATE's organizing partners for UN  
Trans Advocacy Week



Trans Advocacy Week 2024 participants and organizers outside the UN headquarters in Geneva, Switzerland



## Countering anti-gender opposition

### Special Rapporteur on Violence Against Women (SR VAW)

**GATE collaborated with Global Network of Sex Work Projects (NSWP) and other sex worker-led organizations to plan joint advocacy actions in response to the UN's Special Rapporteur on Violence Against Women's harmful reports.** GATE, in collaboration with ILGA World and Transgender Europe (TGEU), also planned and prepared a presentation on anti-gender opposition at the UN level for a closed-door briefing with Member States.

### UN Member State meetings

**GATE provided input to a Universal Periodic Review (UPR) submission for Egypt on trans rights** developed by Cairo 52 Legal Research Institute and Tahrir Institute for Middle East Policy. The report advocates for Member States to scrutinize the state of trans rights in Egypt and to provide progressive recommendations and pressure to improve the conditions of trans and gender diverse individuals. Following this submission, GATE supported and facilitated meetings for Cairo 52 to meet with Member States participating in the UPR process to advocate for the right to health for trans, gender diverse, and intersex communities in Egypt.

### Online learning sessions

GATE hosted online learning sessions, '[Tackling Anti-Gender Attacks: Learnings from Asia and the Pacific](#)', and '[Tackling Anti-Gender Attacks: Learnings from African Activists](#)' for trans and gender diverse activists to share successes and challenges in tackling anti-gender actors in their respective contexts.



Above left: From one of the Movement Building plenary sessions from GATE's Unite! Advocate! Thrive! Global Trans Conference 2024

Above right: From GATE's Trans Networking Zone at AIDS 2024, where GATE staff met Princess Stéphanie of Monaco (middle) and UNAIDS Executive Director Winnie Byanyima (left)





# Political Mobilization

## Countering anti-gender opposition

### International Women's Day collaboration with CNN

GATE collaborated with the US news channel, CNN, on International Women's Day to highlight what's at stake in the battle against anti-rights and anti-gender groups.

### Addressing EU Parliament

In April, GATE was delighted to be invited to speak at the EU Parliament in Strasbourg on [addressing discrimination and violence against transgender people at the Council of Europe](#).



GATE's Executive Director, Erika Castellanos, addressing EU Parliament

This session followed the release of a new [Issue Paper on Human Rights and Gender Identity and Expression](#) by the EU Commissioner for Human Rights, with clear recommendations for protecting trans and gender diverse rights.

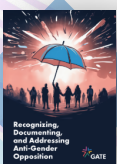
### Declaration 25+

GATE supported the drafting of ['Declaration 25+'](#) that increases protections for human rights defenders, including trans and gender diverse activists (a supplementary document to ['Resolution 53/144 — The Declaration on Human Rights Defenders'](#) to increase protections for this group and address current challenges, including anti-gender opposition). GATE used this space to ensure trans and gender diverse realities were included in the development of the Declaration, including the impact of the anti-gender opposition on human rights defenders.

### EuroPride Human Rights Conference

GATE presented the situation of anti-gender opposition and the possible solutions European institutions can adopt at the EuroPride Human Rights Conference in Thessaloniki, Greece.

## Publications



[Recognizing, Documenting and Addressing Anti-Gender Opposition](#)



[Turning the Tide: A Toolkit to Combat Anti-Gender Extremism](#)



[Unite! Advocate! Thrive! Global Trans Conference 2024 Human Rights Report](#)



## Goal #2

*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.*

# Movement Building



### 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](#).*





# Capacity Building

## Unite! Advocate! Thrive! Global Trans Conference

[Read more](#) about this in the 2024 Highlights section of this Report. We also compiled a [highlights video](#) for our YouTube channel.

**UNITE!**  
**ADVOCATE!**  
**THRIVE!**



From the video of our highlights from the Unite! Advocate! Thrive! Global Trans Conference 2024

## GATE Learning Hub

- Launched the [Trans and Gender Diversity 101 Course](#) for allies  
If you or your organization are interested in this training, please contact us at [info@gate.ngo](mailto:info@gate.ngo)
- Launched an [Organizational Strengthening Course](#) for communities
- Hosted [live training](#) on responding to anti-gender extremism and released a crisis communication toolkit for communities

[Read more about these courses in this Report.](#)

Crisis Communication Toolkit  
[Turning the Tide: A Toolkit to Combat Anti-Gender Extremism](#)



## Cross-movement collaboration

### Strategic Summit for Intersectional and Inclusive Democracies

**GATE supported the organization of the Strategic Summit for Intersectional and Inclusive Democracies** in Cape Town in early November. This meeting brought together diverse actors from all social justice sectors working at global and regional levels to develop cross-movement responses to the anti-gender movement.

### UN Civil Society Conference

**GATE attended the UN Civil Society Conference** in Nairobi on 9—10 May and became a member of 3 ImImpact coalitions: Gender, Information Integrity and Safety, and Underrepresented Groups. The Conference was related to the *'Pact of the Future'*, a UN pact aiming to reenergize the achievement of the Sustainable Development Goals.

### Statement on trans inclusion in sport

**GATE published a collaborative statement on trans inclusion in sport** (900+ signatories).



# Financial Support

## THRIVE Consortium

### Establishment of a Trans-Led South-West Asia and North Africa (SWANA) Network

GATE is very proud to have facilitated the establishment of a trans-led regional network in the South-West Asia and North Africa (SWANA) region through the THRIVE Consortium.

*[Read more about the context for trans people in the SWANA region in this Report.](#)*

GATE began supporting the [Transgender Red Umbrella \(TGRU\)](#) organization in early 2024 through a mentorship program and limited financial assistance, aimed at fostering the organization's development and sustainability.



Key components of this support included:

- Financial support
- Capacity building initiatives
- Advocacy and registration support

**This support enabled TGRU to address the barriers in the SWANA region by providing financial stability, capacity-building resources, and access to international networks. These efforts facilitated the organization's growth and positioned it to contribute to broader regional and global advocacy efforts.**



From the 'Trans Men & HIV Training Session' at GATE's Trans Networking Space at the AIDS 2024 Conference





## Community Engagement Strategic Initiative (Global Fund)

In the current multi-year project (2024—2026), GATE is working with partner organizations in Nepal, Uganda, and Zimbabwe. 2024 was the first year of the new project, with a strong focus on planning and the development of country engagement plans in order to coordinate advocacy work between our partners and other national KP-led organizations who are also engaged in Community Rights and Gender (CRG) projects.

### Partners in 2024

- [Blue Diamond Society](#) — Nepal
- [FEM Alliance \(FEMA\)](#) — Uganda
- [Trans Smart Trust](#) — Zimbabwe



### Background and aims of GATE's Community Rights and Gender (CRG) project

**GATE's Community Rights and Gender (CRG) project aims to strengthen the participation and inclusion of the trans and gender diverse community in national HIV, tuberculosis (TB) and malaria responses.** Since 2018, GATE has been working with national partner organizations to strengthen the engagement of trans-led organizations in countries across all global regions, and this work has continued to be funded through consecutive projects to date. The CRG project aims to:

- Amplify the participation of trans and gender diverse communities in decision-making for national HIV responses
- Strengthen the influence of trans and gender diverse communities in the design and implementation of national HIV strategies so that they adequately respond to community realities and needs
- Strengthen the organizational and advocacy capacity of trans-led organizations
- Produce knowledge and resources for use in evidence-based advocacy
- Strengthen the capacity of trans-led organizations to participate in Global Fund processes (the Global Fund is a major international funder of the HIV response and funds the CRG project)



From the opening plenary at GATE's Unite! Advocate! Thrive! Global Trans Conference 2024



# Small Grant Support

## UN submissions

**GATE supported three national trans-led organizations in Estonia, Guinea, and Kenya to prepare reports on trans rights for submission to UN human rights mechanisms, highlighting critical issues faced by the communities in the respective countries.**

In Estonia, our partner focused on legal gender recognition (LGR), health and depathologization, hate speech and hate crime, and sexual and reproductive health and rights education (SRHRE).

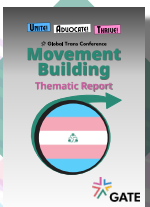
In Kenya, our partner documented the extremely dangerous situation faced by trans asylum seekers and refugees in Kenya, particularly in the Kakuma Refugee Camp, detailing hate crimes, discrimination, and other human rights violations from 2018 to May 2024.

Our Guinean partner emphasized the need for training and awareness-raising programs for key stakeholders, including police, judiciary, media, and religious leaders, on human rights and their universality; decriminalization efforts; the protection of human rights defenders; and the establishment of hate crime legislation.



From the 'Transgender in Latin America' session at the AIDS 2024 Conference

## Publications



[Unite! Advocate! Thrive! Global Trans Conference 2024 Movement Building Report](#)





## Goal #3

*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.*

# Health

## 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](#).*



# Technical Processes

## WHO gender-affirming healthcare guidelines process

GATE's Executive Director, Erika Castellanos, is a member of the guideline development group (GDG) of the [World Health Organization's \(WHO\) gender-affirming healthcare guidelines](#) and is supporting the development of the first WHO guidelines on the health of trans and gender diverse people, a historic step towards improving access to gender-affirming care for community members around the world.

The guidelines will provide evidence as well as guidance on the implementation of interventions in the health sector and aim to increase trans and gender diverse people's access to and utilization of respectful and quality health services. The focus of the guidelines will be:

- Provision of gender-affirming healthcare, including hormone treatment
- Education and training of health workers in the field of gender-inclusive care
- Provision of needs-based healthcare for trans and gender diverse victims of interpersonal violence
- Outlining of health policies that support gender-inclusive care
- Legal recognition of self-determined gender identity

## UN Economic Commission for Europe

GATE attended an online session of the [Working Party on Regulatory Cooperation and Standardization Policies \(WP.6\) on Gender Responsive Standards](#). GATE was part of the expert group that gave input into the development of the Gender Responsive Standards. **This work is crucial in providing a practical way forward towards gender equality through the standards they develop and their standards development process, ensuring that trans and gender diverse communities are included in these processes.**

## Collaboration with IAPAC

[The International Association of Providers of AIDS Care \(IAPAC\) and GATE signed a Memorandum of Understanding](#) to advance the rights of trans and gender diverse individuals and improve gender-affirming care access for all. **This partnership will involve collaboration on joint activities to address health disparities, advocate for inclusive health policies, provide education and training for healthcare providers, and develop high-quality care guidelines.**





# Political Processes

## AIDS 2024 Conference

- Jay Mulucha, a Ugandan trans man and human rights activist, made history as the first trans man to deliver a speech at the Opening Plenary.



Demonstration with the reading of the 'Global Trans and Gender Diverse Declaration' at the Opening Session of the AIDS 2024 Conference. Photo credit: Steve Forrest | IAS

- During AIDS 2024, GATE had a very strong presence and there were many **highlights**, including the following:
  - **GATE staff participated in numerous panel discussions and delivered presentations on several topics**, including the importance of funding for community-led responses and the urgent need to address criminalization, discrimination, and inequalities as drivers of HIV
  - In a groundbreaking milestone, **GATE co-ordinated the first-ever all-trans panel session at the Conference titled '[Breaking Barriers: Paving the Way for Enhanced HIV Care in Trans Communities](#)'**
  - We also held **a satellite symposium on [Trans Men in the Global HIV Response](#)**
  - **GATE hosted the [Trans Networking Zone](#)** in the Global Village, bringing together trans and gender diverse community members from around the world as well as attracting a considerable audience from other participants. In addition to hosting sessions on a variety of topics, we held two community galas and received a visit from Princess Stéphanie of Monaco and UNAIDS Executive Director, Winnie Byanyima. The Princess and Byanyima also went on a walkthrough of our cross-community engagement photo exhibition, 'What Does Being Trans Mean To Me?'
- **GATE led a powerful intervention from attendees of the Unite! Advocate! Thrive! Global Trans Conference**, with Jemma Samitpol delivering the '[Global Trans and Gender Diverse Declaration](#)'
- Prior to the Conference, **GATE hosted two webinars to prepare trans and gender diverse participants on what to expect**, including sharing our '[Trans Road Map](#)' of curated conference sessions relevant to our communities



Meeting Princess Stéphanie of Monaco (left) and UNAIDS Executive Director Winnie Byanyima (middle) at GATE's Trans Networking Zone at the AIDS 2024 Conference



## WPATH Symposium

GATE's presence at the World Professional Association for Transgender Health (WPATH) Symposium in Lisbon provided us with an opportunity to gather together the latest research and trans- and gender diverse-led initiatives in this global space, particularly focusing on [community-led healthcare research and service provision](#), [overcoming anti-gender attacks on trans-specific healthcare](#), and a [global review of gender-affirming healthcare policies](#).



From one of the Health plenaries at GATE's Unite! Advocate! Thrive! Global Trans Conference 2024

## UNAIDS high-level panel

GATE is co-chairing the [UNAIDS high-level panel](#) alongside key global leaders to reimagine a sustainable HIV response centered on community-led services. This initiative is critical to ensuring that the unique barriers faced by trans and gender diverse communities in accessing essential health services are addressed within UNAIDS' operating model.

## Transgender healthcare podcast

GATE participated in a podcast recording with Sex in Space, a New Zealand-based sexual health communications organization, in an episode titled '[Understanding Transgender Healthcare](#)'. The podcast focused on debunking myths about gender-affirming healthcare services.





## Trans Men and HIV Working Group

The International Working Group on Transmasculine People & HIV, coordinated and funded by GATE, seeks to address the exclusion of trans men and transmasculine people from HIV responses by producing and disseminating critical knowledge on trans men and HIV and developing strategies to increase the meaningful engagement of this community in the global HIV and other health responses.

The Working Group is a community-led initiative and currently consists of 31 trans men and transmasculine activists, researchers, and public health experts from 22 different countries across all global regions.

In 2024, the Working Group made important progress and significantly raised the profile of trans men and transmasculine people in the HIV response on international platforms.

### AIDS 2024 Conference

The Working Group and its members

- Delivered the '[Communities Speech](#)' at the Opening Plenary
- Hosted, in collaboration with GATE, a satellite session, '[Trans Men and HIV: Advancing Inclusion for a Healthier Future](#)'
- Hosted a session at GATE's Trans Networking Zone in the Global Village
- Distributed copies of the '[Policy Brief on Effective Inclusion of Trans Men in the Global HIV and Broader Health and Development Responses](#)', the first comprehensive resource document on trans men and HIV.



Working Group members speaking at the AIDS 2024 satellite session: 'Trans Men and HIV: Advancing Inclusion for a Healthier Future'

## Publications



[Unite! Advocate! Thrive! Global Trans Conference 2024 Health Report](#)



*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.*

# Institutional Strengthening

## 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](#).*





# New Membership Structure

Announced at GATE's Unite! Advocate! Thrive! Global Trans Conference 2024, our new membership structure aims to foster greater collaboration within the global trans and gender diverse movement, opening up new opportunities for learning, mutual support, and stronger connections.

The new structure:

- Is free to join
- Is open to trans- and gender diverse-led organizations and groups
- Provides GATE with a powerful and legitimate global voice to represent our communities effectively and advocate for their priorities
- Provides members with an interconnected global network to support and empower trans and gender diverse communities
- Fosters cross-regional, cross-movement, and cross-organizational collaboration and knowledge exchange
- Will include a members-only app with exclusive access to regranting funds, training, and development opportunities, including mentorship

The [membership section](#) of GATE's website has been updated and launched. To apply for free membership, email [membership@gate.ngo](mailto:membership@gate.ngo).

[Read more about the membership structure.](#)



From the Closing Session of GATE's Unite! Advocate! Thrive! Global Trans Conference 2024



# 4-Day Workweek Pilot

In September, GATE launched a 4-day workweek pilot to enhance staff well-being and productivity. All staff took Fridays off, with a focus on reducing overall working hours rather than compressing five days of work into four. Surveys conducted at the start, midpoint, and end of the pilot revealed overwhelmingly positive feedback.

## Work performance benefits

Based on the surveys, staff experienced:

- Improved work-life balance
- Increased motivation
- Greater efficiency
- Being more focused, organized, and intentional in managing their workloads
- Being able to be more focused on prioritizing high-impact tasks and reducing the number of unnecessary meetings
- Improved time management and productivity



From one of the sessions at GATE's Trans Networking Zone at the AIDS 2024 Conference

## Well-being benefits

Beyond work performance, the pilot also had significant well-being benefits. In the surveys, staff reported:

- A reduction in stress levels
- Improved mental health
- Greater energy levels
- More effective engagement in their work
- A greater work-life balance (more able staff to rest, spend time with friends and family, dedicate time to local activism, and pursue personal interests)
- Greater engagement and motivation in their roles

While some minor challenges arose, such as occasional Friday work due to work travel or events, staff adapted well. **Moving forward, staff unanimously support adopting a permanent 4-day workweek**, recognizing its role in preventing burnout, improving retention, and reinforcing GATE's commitment to staff well-being and sustainability. **This initiative has sparked interest among peer organizations, positioning GATE as a model for progressive workplace policies.**

*To find out more about the outcomes of this pilot, [read the full report.](#)*





# Investing in Staff Well-Being

At GATE, we recognize that our staff's well-being is essential to sustaining our work and advancing our mission. To support this, we have a dedicated well-being budget that staff can spend however best meets their individual needs.

This flexible approach allows staff to invest in activities that enhance their physical, emotional, and mental health, ranging from hobbies, exercise, and days out of the office, to therapeutic support and wellness programs.



From one of the Human Rights plenaries at GATE's Unite! Advocate! Thrive! Global Trans Conference 2024

## Individual benefits

In their personal lives, staff have reported significant benefits, including

- Improved physical health
- Reduced stress
- Greater social interaction
- A more positive mindset

## Workplace benefits

The impact of this initiative has extended to the workplace, leading to

- Increased focus
- Reduced physical discomfort
- Greater mental resilience
- Improvements in the ability to
  - manage stress
  - maintain a healthy work-life balance
  - be more productive and focused
- A more supportive and collaborative work environment, helping to prevent burnout, and strengthening internal team dynamics
- Staff feeling more valued and appreciated by the organization, deepening their commitment to GATE



From one of the sessions at GATE's Trans Networking Zone at the AIDS 2024 Conference

**This initiative not only reinforces GATE's commitment to a healthy and sustainable workplace, but also sets a positive example for other community-led organizations.**

*Find out more about GATE's focus on staff well-being in [this article](#) written by our Executive Director.*



# Investing in Staff Development

In 2024, GATE continued its commitment to fostering staff growth and well-being by allocating a dedicated annual budget for staff development. All staff members had access to the [Growth Tribe learning platform](#), enabling them to engage in tailored professional development opportunities throughout the year.

Additionally, GATE's annual performance and development review process ensured that each team member identified their personal development objectives in alignment with their roles and aspirations. These objectives were supported with allocated funding to enhance skills and build capacity.

This comprehensive approach has empowered staff to refine their expertise, strengthen their contributions to GATE's mission, and enhance the overall impact of our work.



GATE staff at 2024's staff retreat. From left to right: Naomhán O'Connor, Adriana Beukes, Anwar Ogrm, Andreo Gustavo, Erika Castellanos, Anil Padavatan, Cori Zaccagnino, and Levan Berianidze

## Staff Retreat

Each year, GATE holds an annual staff retreat to plan for the year ahead. This enables GATE team members to review new and established policies, harmonize work plans, and agree on short- and long-term monitoring and evaluation parameters for the upcoming work. The retreat is an invaluable opportunity to finalize workplans, enhance collaboration between team members, and build a strong and resilient team. The staff has shared that this annual retreat provides an excellent opportunity to work on team-building activities in person and to foster collective ownership of and leadership in the work for the year ahead. In addition, these retreats provide the opportunity to meet our partner organizations on the ground and learn more about the projects that they are implementing with the aid of GATE funding.





# Publication: A History of GATE

In September, GATE published *'From Inception to Future: A History of GATE'* on our website, which documents the journey that GATE has taken since its inception in 2009 through to the scope of our work today.



## Website Update

Launched in February, GATE's new website includes [Community Spotlights](#), which draws attention to our communities' work around the world. Currently, the communities spotlighted are:

- Cambodia — [Men's Health Cambodia](#)
- Kenya — [Jinsiangu](#)
- Nepal — [Blue Diamond Society](#)
- Thailand — [Sisters Foundation](#)
- Uganda — [FEM Alliance Uganda \(FEMA\)](#)
- Ukraine — [NGO Cohort](#)
- Zambia — [Trans Bantu Association](#)
- Zimbabwe — [Trans Smart Trust](#)

*Read more in this Report about our community strategic initiative with our Nepalese, Ugandan, and Zimbabwean partners.*





# Financial Overview





# Financial Overview: 2024 vs. 2023

	2024	2023
<b>Revenue and Support</b>		
<b>Grants and Contributions</b>		
Foundations and other	\$ 3,374,175	\$ 1,055,085
Individuals	\$ 37,340	\$ 63,583
Corporate	\$ 550,383	—
Special events contributions	—	—
Government	—	—
<b>Total grants and contributions</b>	<b>\$ 3,961,898</b>	<b>\$ 1,118,668</b>
<b>Program Service Revenue</b>		
Project fees under service contracts	\$ 67,553	\$ 232,338
<b>Total program service revenue</b>	<b>\$ 67,553</b>	<b>\$ 232,338</b>
<b>Other Income</b>		
Interest and dividend income	\$ 31,937	\$ 18,083
Miscellaneous income	\$ 157	\$ 505
Loss on disposal of a property and equipment	—	(\$ 407)
Gifts in kind	\$ 9,562	—
<b>Total other income</b>	<b>\$ 41,656</b>	<b>\$ 18,181</b>
<b>Total Revenue and Support</b>	<b>\$ 4,071,107</b>	<b>\$ 1,369,187</b>
<b>Expenses</b>		
<b>Program Services</b>		
Program activities	\$ 1,436,335	\$ 703,545
Regranting	\$ 249,235	\$ 390,193
<b>Supporting Services</b>		
Management and general	\$ 213,897	\$ 141,305
Fundraising	\$ 187,509	\$ 122,253
<b>Total Expenses</b>	<b>\$ 2,086,977</b>	<b>\$ 1,357,296</b>
<b>Net Assets (Revenue and Support Minus Expenses)</b>		
Change in net assets	\$ 1,984,130	\$ 11,891
Net assets — Beginning of year	\$ 1,579,060	\$ 1,567,169
<b>Net Assets — End of Year</b>	<b>\$ 3,563,190</b>	<b>\$ 1,579,060</b>

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