

# Annual Report

## 2025





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**Author:** GATE

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## Acknowledgments

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## About GATE

GATE works to advance global justice for trans and gender diverse communities. Our vision is a future where trans and gender diverse communities live freely, safely, and with dignity. We are community-led and community-centered, working with integrity and innovation to create opportunities for shared learning and resource equity in order to advance global solidarity across borders and movements.



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



# ABOUT GATE

Global Action for Trans Equality (GATE) works to advance justice and equality for trans and gender diverse communities around the world. GATE was founded in 2009 to address the widespread violence and discrimination faced by trans and gender diverse people. Many in our communities were being denied access to education, healthcare and legal rights — barriers made even worse by racism and poverty. Transition-related medical care (gender-affirming healthcare) was difficult to access, and many countries imposed humiliating requirements for updating name and gender on official documents.

Trans issues were often ignored by larger human rights and LGBTI organizations, leaving trans advocates without resources or support. GATE was created to change that. Our goal is to help trans activists gain the funding, skills and opportunities they need to make lasting change.

Since then, we've shaped our work by listening to trans communities around the world. We adapt to meet new challenges, from the COVID-19 pandemic to growing attacks on trans rights. In 2025, we introduced a membership model to strengthen connections between trans groups around the world, building a more united movement.



[Read our 2022—2026 Strategic plan](#)



[Visit our website](#)



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# A Letter from Our Board Chairs

One year ago, we were reckoning with the potential impact of widespread geopolitical changes for trans and gender diverse communities. The reality has proven even more devastating than anticipated. We have witnessed an aggressive escalation of reactionary politics.



In just one year, emboldened conservative forces have slashed funding for humanitarian aid, development, and human rights, while advancing policies that deliberately target the most marginalized among us — not only trans and gender diverse people, but migrants, social workers, academics, journalists, and human rights defenders. This regression has not been confined to any one country or region.

**However, this year has also seen a resurgence of resistance from individuals, communities, organizations and countries.** Our communities and our allies have collectively responded with continued determination. We are grateful to our funders who keep supporting GATE's work across the globe, helping us to maintain safe spaces for our communities, regardless of where they live. We are also grateful to our partner organizations and our members, who have shown resilience, grit and agility in navigating these extremely strenuous times.

**This fuels our hope, strengthens our gratitude, and ignites our energy to intensify our work with renewed purpose. We will push harder, move faster, and forge ahead with unwavering commitment to the communities we serve.** Alongside our communities and the broader human rights movement, we will continue to fight for our shared humanity — for a world where the inalienable rights of all people are not debated, but defended and upheld.



**As we reflect on GATE's impact in 2025, it remains very clear to us that the power that we have, as trans and gender diverse people, to defend ourselves and our communities in countering anti-gender rhetoric and policy continues to be immense and unshakable.** As chairs of this organization, we are profoundly impressed by the fact that GATE has, once again, made deeply meaningful contributions to coordinating resistance, strategizing in the face of violent oppression, whilst guiding policy in global political spaces, amplifying trans and gender diverse voices in human rights advocacy forums, and supporting grassroots community-led organizations.

**The volume, discipline, and impact of the work carried out by our staff and Board in 2025 speak for themselves. They give us pride, momentum, and they sharpen our resolve for the year ahead. Our power is real, our coalition is growing, and our opposition will have to contend with us. We are organized. We are powerful. And we are impossible to ignore.**

**In solidarity,**

*Alexandra Rodriguez*  
Board Chair, January — June

*Simon Petitjean*  
Board Chair, July — December

# A Letter from Our Executive Director

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Dear friends, members, donors, partners and allies,

**Trans and gender diverse communities have always understood that rights are not distributed evenly, nor enjoyed equally by all, and that safety is often conditional. There is a brutal gap between those who navigate the world with protections and those who live with constant exposure to stigma, discrimination and violence. In 2025, the world offered us a harsh reminder that what looks like 'privilege' from a distance is often simply the presence of fundamental rights. Rights that are vanishing before our very eyes.**

This year revealed the sharp divide that defines scarcity and highlighted how fear, opportunism and disinformation can reveal the worst of systemic and social exclusion. At the same time, **the worst situations can either bring out the best or the worst in us, with individuals and communities either fracturing under pressure or forging stronger bonds.** As a marginalized population, trans and gender diverse communities chose each other. Across borders, languages and political contexts, trans- and gender diverse-led groups continued to organize, respond to crises, protect one another and demand respect and dignity. Our strongest allies, those genuinely committed to social justice, remained steadfast and continued to support us while the ground beneath us shifted unrecognizably.

**2025 was a challenging year from start to end, yet a year marked with unexpected possibilities. Our experience at GATE has shown us that crises do not occur in isolation, and this year was no different, testing our values and challenging us to make the most of opportunities.** We had expected a volatile global political environment and had prepared to meet what came. We worked to meet emergencies with clarity and speed, to ensure that our response strengthened the movement beyond the immediate crisis. We treated each challenge as an opportunity to learn, grow, share knowledge and, most importantly, listen.



**Most significantly, 2025 was the year that we formalized GATE's membership structure**, which was designed to strengthen global interconnectedness among trans- and gender diverse-led organizations and create pathways for learning and solidarity. **In our inaugural year, we welcomed 190 member organizations operating across 248 countries and territories**, reflecting the trust our communities place in GATE and the growing demand for coordinated strategies in an increasingly complex global landscape.

**We also invested in infrastructure that supports safety and connection.** The launch of our members-only app created an end-to-end encrypted communications platform with opportunities for resourcing and on-demand capacity building. We complemented this with Membership Connect calls to facilitate active community engagement where trans leaders can meet, exchange knowledge, problem-solve and build collaboration across regions.

**At the same time, we also prioritized direct support.** We delivered 99 technical assistance assignments across 43 countries, responding to needs that ranged from proposal review and fundraising diversification, to organizational strengthening and strategic engagement with global mechanisms. We continued our commitment to moving resources to where they are needed the most, regranting USD \$695,268 to trans- and gender diverse-led organizations as part of a broader effort to reimagine intermediary grantmaking with transparency, dialogue and equity at the center.

**Resilience is not only about our capacity to survive a crisis or emergency, but also about reducing the conditions that lead to crises occurring.** We focused on longer-term movement sustainability, launching GATE's Innovation lab as a strategic initiative to support trans-led organizations to design, test and refine income-generating models aligned with community priorities and values. We also produced key knowledge resources, including the Social Enterprise Handbook, and convened learning spaces to explore funding diversification and community-centered governance at a time of shrinking international support.

**As human rights frameworks are tested and global policy conversations directly shaping our lives take place without our input, we scaled up trans and gender diverse leadership engagement in multilateral spaces.** At UN Trans Advocacy Week, 14 trans and gender diverse activists participated in strengthening the global presence of community voices and sharpening advocacy skills. Across the year, GATE submitted multiple reports and submissions to UN bodies and mechanisms to expose violations, challenge disinformation and push for State accountability.



**Behind every external achievement is internal discipline. Sustaining a global organization in this climate requires not only vision, but systems that protect the people doing the work.** In 2025, we strengthened our institutional foundations through team growth and updated our tools, processes and policies to support staff productivity and well-being. These actions included hiring new staff members, onboarding a new grant management platform to improve financial efficiency and transparency, and formally transitioning to a four-day work week to safeguard the health and sustainability of our team in the face of intensifying pressure on our communities.

**Everything we accomplished in 2025 happened because trans and gender diverse communities are experts in turning adversity into strategy, using solidarity as a survival mechanism and a political commitment.** I am deeply grateful to our members for their leadership and trust, to our partners and allies for showing up with integrity, to our donors for sustaining our vital work in uncertain times, and to our staff and board for carrying this year with courage, creativity and care.

**As we move forward, we do so with open eyes. Anti-trans backlash is a threat to human lives. These attacks are not accidental; they are engineered, well planned and extremely well resourced. Meanwhile, the global funding landscape continues to shift, removing vital resourcing from our communities on the frontlines. Our resistance, therefore, must be equally coordinated.** GATE is building resourcing and movement-building structures that will stand the test of time, strengthening relationships that won't be broken and investing in strategies that meet today's emergencies while preparing for what comes next. The future will demand imagination as much as it requires resolve. GATE is committed to both.

With gratitude and determination,

*Erika Castellanos*

GATE Executive Director

# Our Board

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## Simon Petitjean | he/him | Chair (July — December) | 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.

## Alexandra Rodriguez | she/her | Chair (January — June) | 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.



## Ayden Scheim | he/him | Member | 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 | Member | 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.



## 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.



## Alma Aguilar Betancurt | she/her | Member | Colombia / The Netherlands

Alma is a trans woman and human rights defender from Abya Yala/ Colombia, currently based in the Netherlands.



# Our Staff

## Directors



### **Erika Castellanos | she/her | Executive Director | The Netherlands**

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



### **Cori Zaccagnino | she/her | Director of Finances & Operations | USA**

Cori, based in Florida, joined GATE in November 2012 as an Executive Assistant and was promoted to Director of Finance and Operations in 2016.



### **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 January 2021, and became Director of Communications in February 2024.

## Program leads

### **Levan Berianidze | they/them | Human Rights Lead | Spain**

Levan is a queer feminist activist from the Republic of Georgia. They have extensive experience in the LGBTQI and feminist movements in the Eurasia region, spanning over nine years.



### **Anwar Ogrm | he/him | Movement Building Lead | France**

Anwar, based in Paris, 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 has been our Movement Building Lead since 2023.



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

Anil StClair is a non-binary trans advocate for trans and gender diverse health and human rights. He has been our Health Lead since 2023.



## Officers



### Andreо Gustavo | he/him | Communications Officer | Portugal

Andreо is a Portuguese transgender man, working at GATE as a Communications Officer since 2023.



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

Adriana is a trans woman bringing over 15 years of experience in the financial sector and a strong commitment to social justice and equality.

## Introducing our new Program Officers for 2025



### Best Chitsanupong | she/her | Human Rights Officer | Thailand

Chitsanupong "Best" Nithiwana is a trans human rights advocate. She brings years of experience advocating for LGBTIQ+ communities in multilateral spaces, including the United Nations Independent Expert on Sexual Orientation and Gender Identity campaign.



### Asia Castelo | she/her | Movement Building Officer | Philippines

Asia is a transpinay queer feminist activist from the Philippines with over six years of experience in grassroots queer and trans liberation work.



[Read more about our board and staff](#)

Our Staff



# Highlights in 2025

## The year in numbers

190 **members** operating in 248 **countries**

USD \$695,268 regranted to 19 **organizations** in 16 **countries**

99 **technical assistance requirements** supported across 43 **countries**

14 **trans and gender diverse activists** attended **UN Trans Advocacy Week**

10 **reports** submitted to **UN bodies**

5 **publications**

2 **training courses**

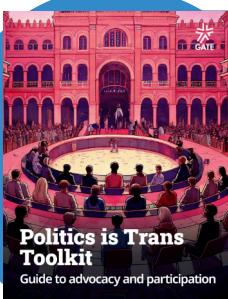


# Publications

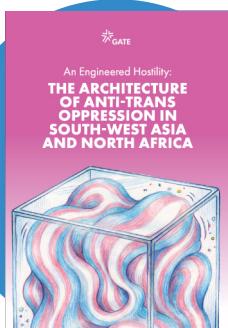
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Highlights in 2025



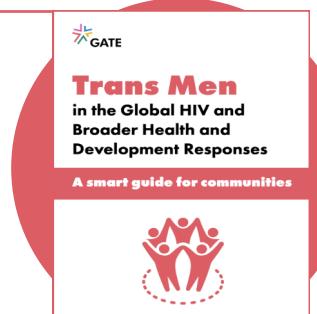
[\*\*Politics is Trans Toolkit: Guide and Workbook to Advocacy and Participation\*\*](#): This Toolkit is designed to empower trans and gender diverse people to participate in politics and advocate for systemic change.



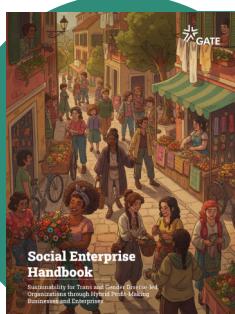
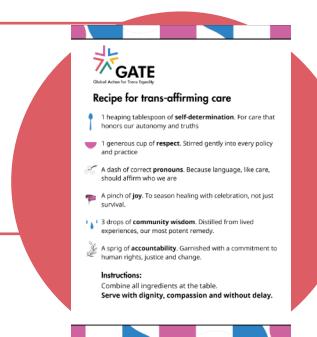
[\*\*An Engineered Hostility: The Architecture of Anti-Trans Oppression in South-West Asia and North Africa\*\*](#) — Part of the Building Resistance Series, the report analyzes the nature of anti-trans hostility and anti-gender oppression strategies in this region.

## [\*\*Smart Guide for Communities: Trans Men in the Global HIV and Broader Health and Development Response\*\*](#) —

A practical advocacy resource to support trans-led organizations in advancing trans-inclusive health initiatives at the national, regional and global levels.



[\*\*Recipe for Trans-Affirming Care\*\*](#): This 1-page document provides a vision for humanized, people-centered care for trans and gender diverse communities.



[\*\*Social Enterprise Handbook: Sustainability for Trans and Gender Diverse-led Organizations through Hybrid Profit-Making Businesses and Enterprises\*\*](#) — This Handbook provides a guide for trans and gender diverse organizations on how to set up, launch and maintain a social enterprise.



## GATE Learning Hub training



[\*\*Politics is Trans\*\*](#): This course supports activists in recognizing and acting on their power as a trans or gender diverse person engaged in political change.



[\*\*Recognizing, Documenting and Addressing Anti-Gender Opposition\*\*](#): This course provides a starting point for mapping and countering anti-gender movements.

Highlights in 2025

## UN submissions

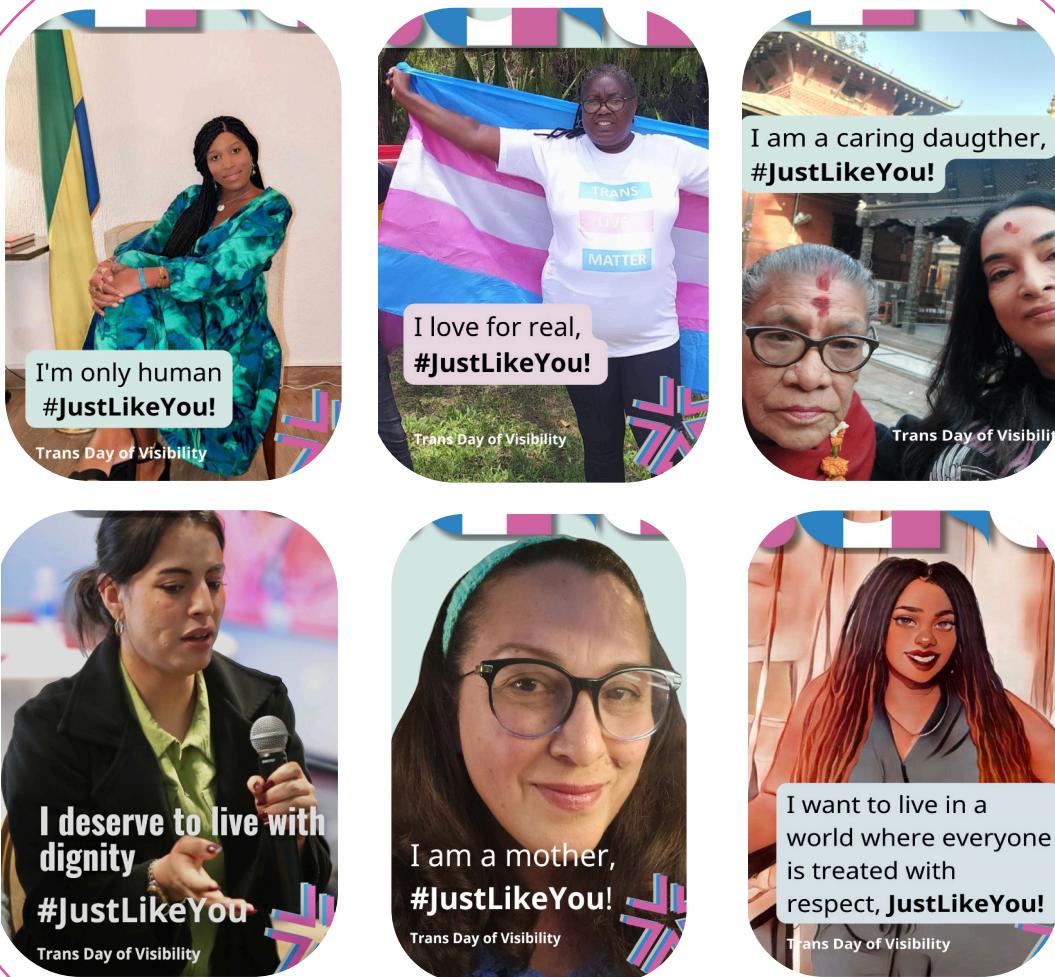
- ◆ **6 submissions by GATE** on raising trans voices in response to the human rights crisis, how AI is a form of technology-facilitated gender-based violence, why a 'sex-based' violence framework is a threat to all women, and how disinformation is impacting multiple human rights
- ◆ **1 joint submission** on forced displacement and violence against trans communities
- ◆ **3 member-led submissions** from Panama and Uganda to the Universal Periodic Review and from Armenia to the Working Group on Discrimination Against Women and Girls



## Trans Day of Visibility campaign

GATE's Trans Day of Visibility (TDOV) campaign, [#JustLikeYou](#), highlighted shared experiences that connect everyone, regardless of gender identity or expression, designed to counter the spread of misrepresentation and disinformation from anti-gender actors. This campaign was highly successful, drawing engagement from community members, partners and allies from across the world.

Highlights in 2025



More than 50 trans and gender diverse community members and allies participated, reaching 140,000 views.



[Read more about this campaign](#)

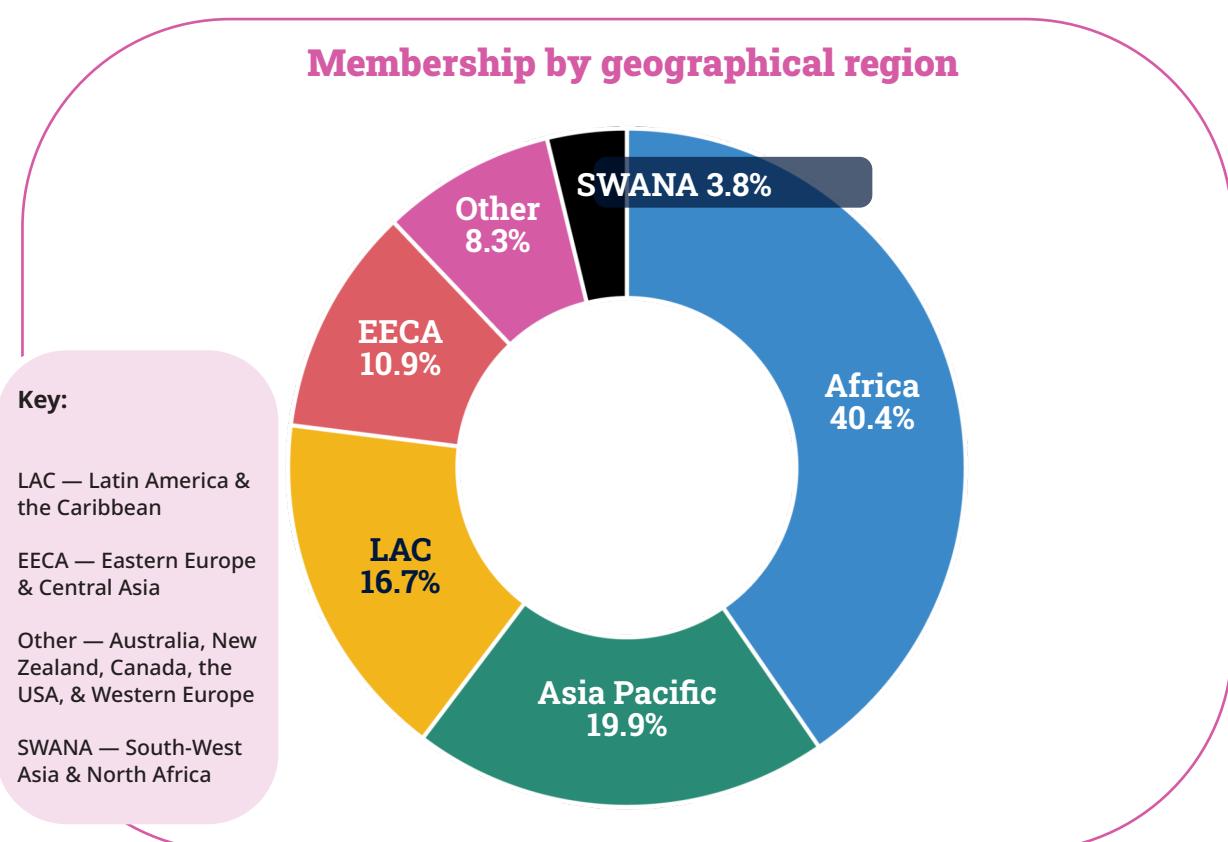


# Our Impact

## GATE membership

Announced in 2024 during the closing of the [Global Trans Conference](#) and formalized in early 2025, [GATE's membership](#) supports and empowers trans and gender diverse communities through an interconnected global structure. Becoming a member of GATE offers valuable opportunities, resources, and connections to support and amplify the work of trans- and gender diverse-led organizations. Our membership aims to foster a community of organizations united by a shared vision, where knowledge, experiences, and resources are exchanged freely. Our ultimate goal is to enrich and empower the global trans and gender diverse movement.

In the inaugural year of our membership structure, we welcomed 190 trans-led organizations working across 248 countries, marking a significant expansion of our global reach. This uptake demonstrates both the confidence of trans- and gender diverse-led organizations in GATE and the growing demand for coordinated strategies to address increasingly complex social and political challenges.





## Members-only app

The GATE members-only app was launched to provide end-to-end encrypted communication for our members, a curated resource center, and practical, on-demand capacity-building pathways that connect member organizations with each other and with GATE staff for technical assistance and tailored training opportunities. In the App, members and GATE staff can share resources and opportunities, engage in direct conversations and group discussions, and receive broadcast messages from GATE on critical updates for our communities. It is the central hub for our members to access tools, knowledge and support, facilitating South-South learning by serving as the connector between our members and the tools and a safe space for knowledge sharing and community building.



**GATE's Executive Director has a coffee with partners and members attending the [International AIDS Society \(IAS\) 2025 Conference](#) in Kigali, Rwanda**

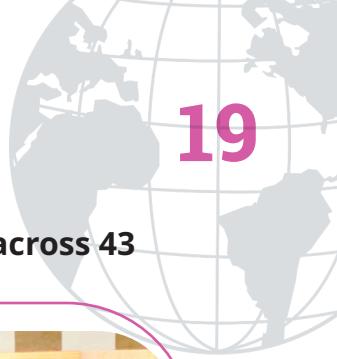
**From left to right: Cecilia Chung (Transgender Law Center), Alma Aguilar Betancurt (GATE Board member), Anastasia Domeni (NGO Cohort), Samira Hakim (Trans United Europe) and Erika Castellanos (GATE)**

## Membership Connect calls

GATE's [Membership Connect calls](#) provide a space for interactive exchange between GATE staff and members to highlight the benefits and opportunities of GATE membership and provide an opportunity for members to meet one another and share their work. These sessions include an overview of member rights and responsibilities, highlights and updates, including a guide to the Members-Only App, and provide a space for open dialogue to share experiences, ask questions and identify areas of support needed from GATE.

Members shared insights into their organizational work and the challenges they face, from barriers to accessing healthcare to issues operating in conflict-affected regions. These reflections speak to the strength of members' work and the value of the collective spaces GATE facilitates for exchange and mutual support. The call also sparked synergies across members' work, creating exciting opportunities for collaboration.

Our Impact



## Technical assistance for members

GATE provided 99 technical assistance assignments to our members across 43 countries, which included assessing organizational needs, reviewing funding proposals and conference applications, and fundraising diversification.



Read more about our [technical assistance](#)



GATE grantee [Positive Champions Health and Empowerment Initiative](#), Nigeria, during their Community Advocacy Lab and Institutional Strengthening Workshop

## Membership grants

One of GATE's priorities is to reimagine the relationship between grantor and beneficiary, with two-way conversations providing insight for grantors and an opportunity for direct questions and requests for support for grantees. By creating space for these conversations, GATE aims to develop a more equitable relationship with our membership and grantees.

Through our grants, GATE member organizations receive priority access to [funding opportunities](#), networking, capacity-building resources, and professional development. In 2025, **GATE regranted USD \$695,268 to 29 member organizations across 26 countries** under the following grants:

- ◆ Enhancing trans engagement in national HIV responses, as part of GATE's [Community Engagement Strategic Initiative](#)
- ◆ Increasing the capacity of regional trans-led networks, as part of GATE's [THRIVE Consortium](#)
- ◆ [Supporting civil society-led reporting to UN human rights mechanisms](#) to raise trans voices at the global level, providing financial assistance to cover the fees associated with writing reports for submission to UN mechanisms (SDGs, UPR, Treaty bodies, and Special Procedures)
- ◆ [Strengthening responses to anti-gender movements](#), providing financial assistance to enhance organizational capacity to respond, prevent and mitigate anti-gender attacks



Read more under [Regranting](#)



# Digital engagement

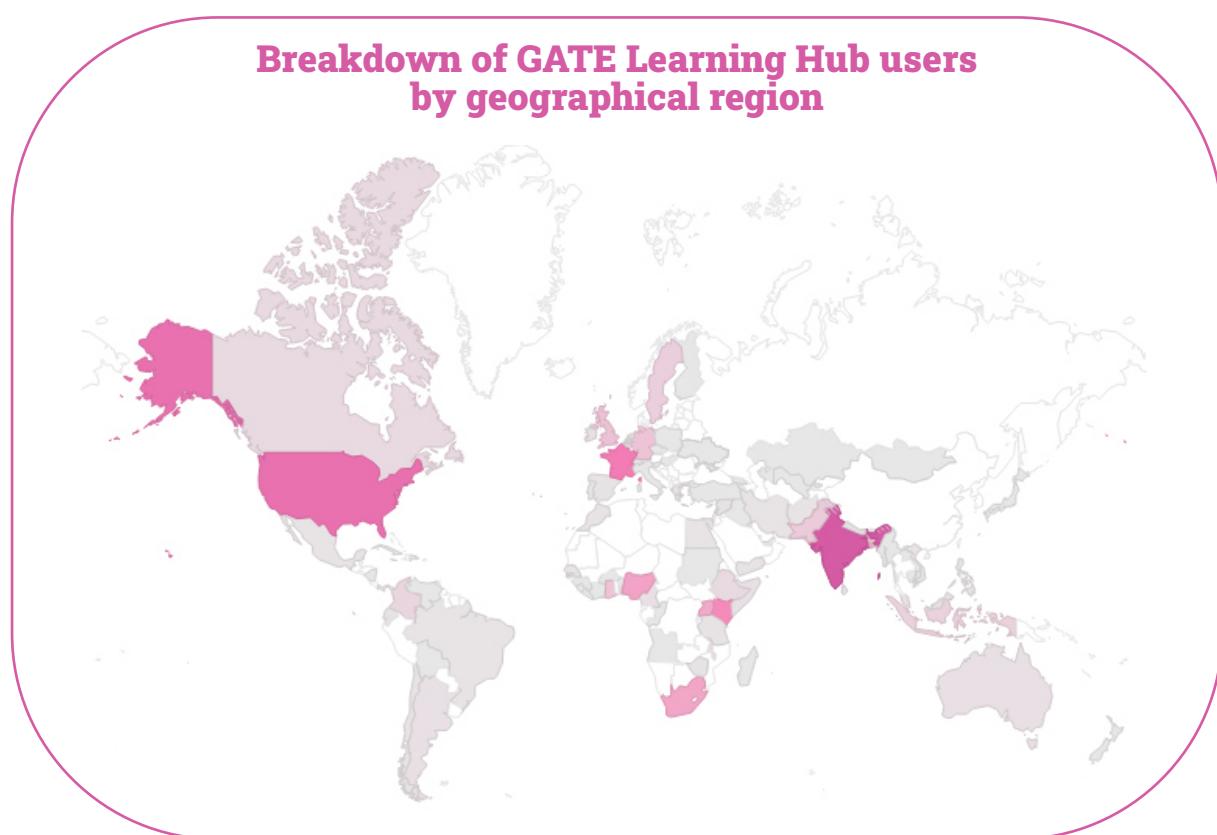
## GATE Learning Hub

Since the start of 2025, new user enrollment in [GATE Learning Hub](#) has increased by 33%, and overall enrollment across all courses has doubled. Two-thirds of all users are taking multiple courses, with the most popular courses being 1) [Recognizing, Documenting and Addressing Anti-Gender Opposition](#); 2) [Trans and Gender Diversity 101](#); 3) [Organizational Strengthening](#); and 4) [Grant Proposal Writing](#).

We launched two new courses this year, which accounted for 25% of all course enrollment in 2025:

- ◆ [Recognizing, Documenting and Addressing Anti-Gender Opposition](#) provides a starting point for mapping and countering anti-gender movements
- ◆ [Politics is Trans](#) supports activists in recognizing and acting on their power as a trans or gender diverse person engaged in political change

The graph below is a breakdown of users by geographical area:



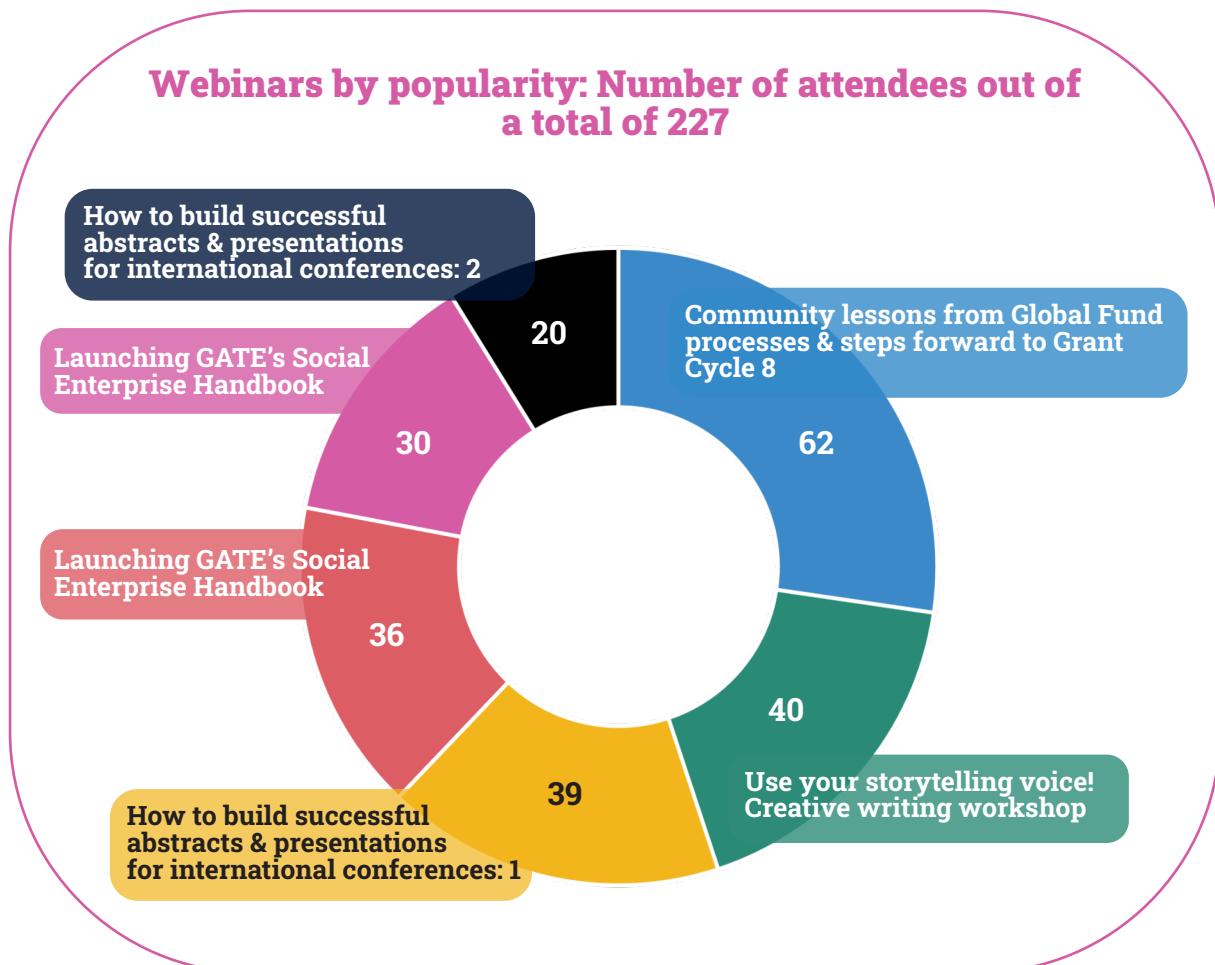
Our Impact



# Our Impact — Digital Engagement

## Webinars

GATE held 6 webinars over the course of 2025, with 519 registrants and 227 attendees, which is an attendance rate of 44%. Below is a graph of the breakdown of the popularity of the courses.

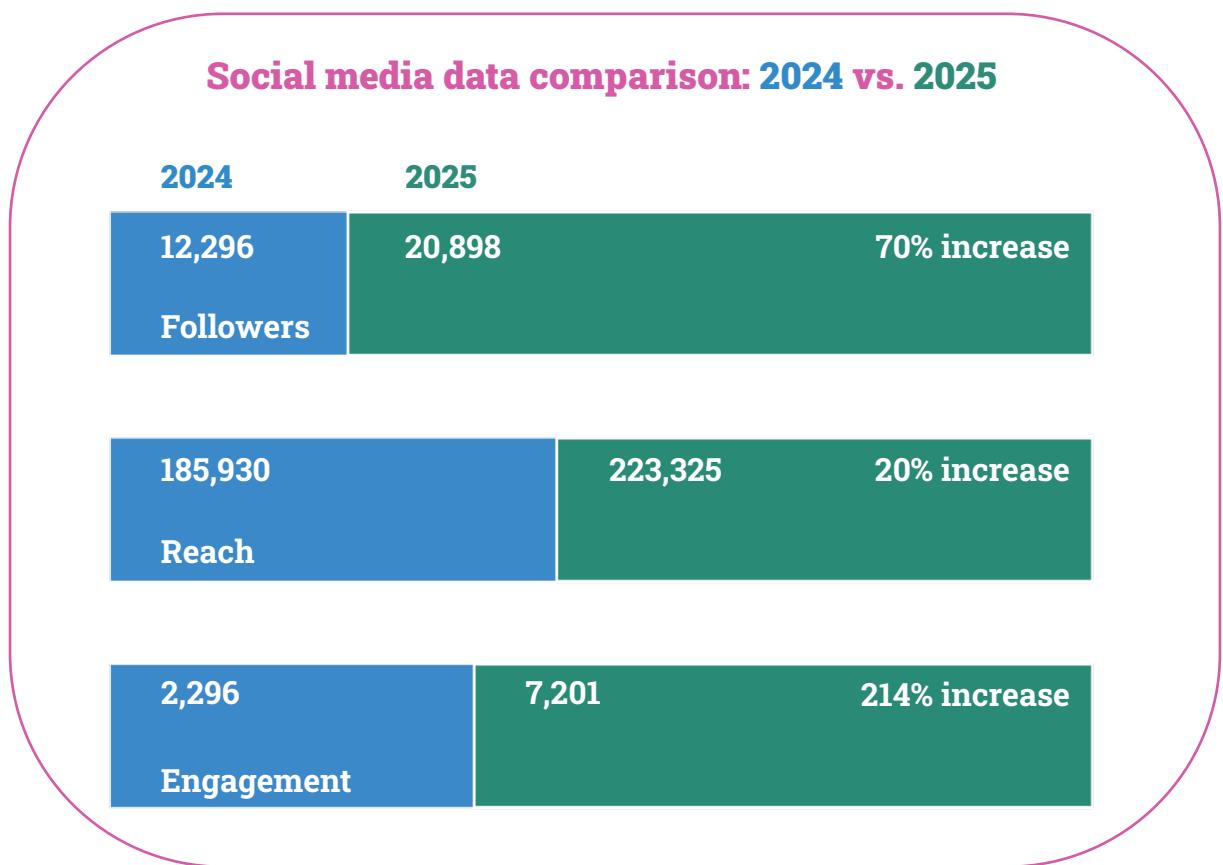


From the [Community Engagement Strategic Initiative Partners Meeting](#) in Nairobi, Kenya



## Social media and newsletter

GATE's social media saw an increase in 2025 across all areas — followers, reach and engagement — with content engagement going up exponentially by 214%. The graph below shows this comparative trend.



GATE's newsletter saw a 25% increase in subscribers, with a 66% increase in traffic driven to our website from our newsletter subscribers, and a **60% increase in fundraising revenue from individual donors in comparison to 2024**.

Our work in 2025





# Regranting

## Support for civil society-led reporting to UN human rights mechanisms

As part of our regranting, we provided funding to members to support research and report writing to develop submissions to various country-level UN processes. These submissions included engaging with Special Procedure country visits, where the human rights situation is assessed through the lens of their respective mandates, and the Universal Periodic Review (UPR), a mechanism of the Human Rights Council that peer-reviews the human rights records of each UN Member State every 4.5 years. Under both processes, citizens are invited to give input on the human rights situations in their countries, and this provides a unique opportunity for trans and gender diverse communities to highlight critical issues at the national level and provide recommendations for improvement.

## Spotlights

Below are just a few highlights of the critical successes our grantees achieved under this funding:



- ◆ Panama: [Highlighting sexual and reproductive challenges faced by trans and gender diverse people in Panama](#) was submitted by [Hombres Trans Panamá](#) to the 4<sup>th</sup> cycle of the Universal Periodic Review. This targeted pressure prompted the government to explicitly address trans and gender diverse rights during the [UPR session](#) and within its [National Report](#). These references included guarantees for comprehensive and non-discriminatory care in public and private health services, and strengthening of the Electoral Tribunal's actions to promote respect for the dignity and gender identity of trans and gender diverse people, including name changes and gender marker corrections, and facilitating their right to vote after updating their information.

Our Work in 2025



- ◆ Armenia: [Addressing systemic discrimination against trans women and gender diverse people in Armenia](#) was submitted jointly by the [National Trans Coalition](#) and [Right Side Human Rights Defender NGO](#) to the UN Working Group on Discrimination against Women and Girls, highlighting critical gaps in legal gender recognition, access to trans-competent healthcare, and protection from gender-based violence for our trans communities in Armenia.
- ◆ Uganda: [Entrenched discrimination and violation of human rights against trans and gender diverse people in Uganda](#) was submitted by [PRISM Uganda](#) to the Universal Periodic Review, highlighting the government's failure to implement recommendations from the previous review and highlighting the impact of criminalization on the community.



GATE's Human Rights Lead, Best Chitsanupong Nithiwana (right), delivering an address at the [High-Level Political Forum on Sustainable Development \(HLPF\)](#)



[Trans Advocacy Week 2025](#) delegates at a meeting at the World Health Organization to discuss trans healthcare priorities

From left to right: Barbra Wangare (EATHAN), Denuka Arachchige (Sri Lanka), Yawar Castellon (Bolivia), Jabulani Pereira (South Africa), Jay Mulucha (Uganda), Anna Coates (WHO), Evelyn Boy-Mena (WHO), Naomhán O'Connor (GATE) and Erika Castellanos (GATE)



## Strengthening responses to anti-gender movements

GATE offered financial assistance to strengthen organizational capacity to respond, prevent and mitigate anti-gender attacks. In particular, the funding supports applicants using toolkits developed by GATE to enhance their capacities in institutional development and sustainability, advocacy, safety and well-being, and documenting anti-gender opposition.

Nine member organizations were selected, representing a diverse cross-section of trans and gender diverse movements worldwide, with initiatives focused on enhancing resilience, advocacy, and protection mechanisms amid growing anti-gender movements.

### Spotlights

Below are just a few highlights of the critical successes our grantees achieved under this funding:

- ◆ **Colombia:** [Fundación GAAT](#) achieved significant impact through its [GAATESCUELA program](#), where 92% of participants reported increased confidence and advocacy skills. The organization successfully organized a [Trans Day of Remembrance event at the Colombian Parliament](#) and collaborated with the [National Electoral Council to advance the Trans Voting Protocol](#).
- ◆ **Uganda:** [Fem Alliance \(FEMA\)](#) produced the "[Evidence For Justice](#)" research report, which documents the lived realities of trans persons facing systemic violence and displacement under the restrictive Anti-Homosexuality Act. This publication is a key act of resistance and strength that demonstrates just how much can be achieved through direct funding to communities in criminalized contexts.
- ◆ **Nepal:** [Blue Diamond Society](#) launched a [community-led review of Nepal's National HIV Strategic Plan \(2021–2026\) report](#) and organized a [2-day playshop on tackling anti-gender opposition](#) with 25 young queer individuals from different cities across Nepal. These actions took place despite political instability in the country.





## THRIVE Consortium

The **THRIVE Consortium** is a global coalition of trans-led organizations advancing the health, rights, and well-being of trans and gender diverse people across Latin America and the Caribbean, East Africa, and Europe and Central Asia. The Consortium met in Istanbul to coordinate strategic responses amid the global health funding crisis and explore long-term sustainability and alternative fundraising mechanisms. The THRIVE partners span multiple regions, including Latin America and the Caribbean, East Africa, Europe and Central Asia.



From the From the THRIVE Consortium 2025 Annual meeting

From left to right: Erika Castellanos (GATE), Janeiro Bullard (UCTRANS), Aldo Fernández (REDLACTRANS), Adrian Kibe (EATHAN), Amanita Calderón-Cifuentes (TGEU), Kalani Walter (EATHAN), Anwar Ogrm (GATE), Tuisina Ymania Brown (TGEU), Alexus d'Marco (UCTRANS) and Marcela Romero (REDLACTRANS)

The work of THRIVE aims to counter anti-gender agendas, ensure that trans and gender diverse people enjoy a high quality of life, and enhance trans and gender diverse communities' access to human rights. The Consortium met in Istanbul in February, which coincided with the global health funding crisis. Part of the agenda of the meeting was enabling immediate coordination and strategic responses, positioning THRIVE for long-term sustainability and the development of critical alternative fundraising mechanisms.

Our Work in 2025 – Regrants



## Spotlights

A THRIVE Consortium [interim report](#) highlighted successes in strengthening trans- and gender diverse-led advocacy and organizational resilience across regions. Below are just a few highlights of the critical achievements our grantees achieved under this funding:

- ◆ **East Africa:** [East Africa Trans Health and Advocacy Network \(EATHAN\)](#) prioritised staff well-being through tailored support and launched a strategic planning process resulting from a collective retreat.
- ◆ **Europe and Central Asia:** [Eurasian Key Populations Coalition \(EKPC\)](#) expanded its gender- and HIV-sensitive programs to address gender inequities in HIV services and ran a cross-border awareness campaign on the key population health needs. [Transgender Europe \(TGEU\)](#) advanced large-scale PrEP research and influenced global trans health and HIV policy through its role in UNAIDS governance, contributing to the Global AIDS Strategy.
- ◆ **Latin America and the Caribbean:** [REDLACTRANS](#) delivered an empowerment workshop for trans leaders and maintained regional human rights monitoring via the CEDOSTALC platform. [United Caribbean Trans Network \(UCTrans\)](#) strengthened regional movement building through a Regional Strategic Summit for trans leaders, and engaged in advocacy at the OAS General Assembly and the UN Human Rights Council during Trans Advocacy Week.

These actions reinforced trans and gender diverse leadership, regional coordination, and community-led advocacy in challenging political and funding contexts.



Our Work in 2025 – Regranting



## Community Engagement Strategic Initiative (CRG-SI)

Since 2018, GATE has engaged in the [Community, Rights and Gender Community Engagement Strategic Initiative \(CRG-SI\)](#) to strengthen the participation of trans- and gender diverse-led organizations in Global Fund processes. In 2025, we supported national trans- and gender diverse-led organizations in Nepal, Uganda, and Zimbabwe, despite increasing anti-gender attacks and efforts to undermine their engagement in health responses.



From the Fem-Alliance Uganda training supported by GATE as part of the Community Engagement Strategic Initiative's Global Fund and reprioritization process

## Spotlights

Below are just a few highlights of the critical successes our grantees achieved under this funding:

- ◆ **Nepal:** [Blue Diamond Society](#) published a [trans community-led review of Nepal's National HIV Strategic Plan](#), identifying gaps and recommendations for a more inclusive response, and adapted GATE's [Trans and Gender Diversity 101 training](#) for government stakeholders and health providers, raising awareness of trans and gender diverse communities' health needs.



Our Work in 2025 – Regranting



- ◆ **Zimbabwe:** [Trans Smart Trust](#) established a trans-led Task Team to engage with the Global Fund Country Coordinating Mechanism. As a result of their advocacy, for the first time, the trans and gender diverse community will be recognized as a stand-alone key population in the country's new National HIV/AIDS Strategic Plan. This recognition in national policy is a significant step towards improving access to healthcare for community members.
- ◆ **Uganda:** [FEM Alliance Uganda \(FEMA\)](#) strengthened trans and gender diverse communities to generate and use evidence for advocacy. Documented community inputs informed national review discussions of Uganda's National Strategic Plan, Global Fund Grant Cycle 8, and related policy processes.



From the Trans Smart Zimbabwe Community & Stakeholders Consultation meeting as part of the Community, Rights and Gender (CRG) Community Engagement Strategic Initiative to engage with the Global Fund Country Coordinating Mechanism

**GATE provided technical assistance for these organizations to engage in the Global Fund grant revision and reprioritization process and advocate for continued funding for critical interventions.** A joint meeting in Kenya brought together global community networks, regional learning hubs, and technical assistance providers, where GATE moderated discussions on navigating global funding cuts, human rights challenges, and climate-related crises. [GATE's Innovation Lab](#) was highlighted as a community-driven funding model, and plans were made with global key population networks to support engagement in upcoming Global Fund processes, particularly for organizations operating in criminalized contexts.



Read more about [GATE's Innovation Lab](#)

## Our Work in 2025 – Regrants

Human Rights



# UN Engagement

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## Trans Advocacy Week 2025

Trans Advocacy Week brings trans and gender diverse activists from around the world to engage with the UN Human Rights Council in Geneva, raising awareness of the discrimination faced by trans and gender diverse people and promoting equality, acceptance, and understanding. The week provides training on UN advocacy, opportunities to deliver statements, and direct engagement with Member State representatives. Ahead of the week, GATE launched the Politics is Trans Toolkit to empower trans and gender diverse people in political advocacy.

In 2025, 14 trans and gender diverse activists advocated on issues including anti-gender legislative rollbacks, cuts to foreign aid, and the renewal of the UN Independent Expert on Sexual Orientation and Gender Identity mandate. Key events included a side event on Defunding Equality exploring actionable solutions to funding cuts, a screening and discussion of the film, "Queer as Punk", exploring key human rights issues faced by trans communities, statement deliveries during interactive dialogues with UN mandate holders, and advocacy meetings with UNAIDS, WHO, and the Global Fund.



[Find out why the world needs Trans Advocacy Week](#)



[Hear from more delegates at Trans Advocacy Week](#)



Delegates from UN Trans Advocacy Week

Human Rights

*"The experience and knowledge gained during Trans Advocacy Week have been incredibly empowering. I've learned concrete advocacy tools, built connections with fellow trans activists from around the world, and deepened my understanding of international human rights mechanisms. This will strengthen my work at the country level by helping me better engage with local and national institutions, raise awareness, and push for policy changes that protect and uplift trans communities."*

— UN Trans Advocacy Week Delegate



Left: Delegates at the Renew Sexual Orientation and Gender Identity (SOGI) mandate meeting  
Right: Delegates during the Statement Development workshop



Left: From the Global Fund meeting  
Right: From the Office of the United Nations High Commissioner for Human Rights (OHCHR) meeting



Left: Delegates from the Cultural Rights meeting  
Right: Delegates from the UN Refugee Agency (UNHCR) meeting



## 58<sup>th</sup> Session of the Human Rights Council

During the 58<sup>th</sup> Session of the Human Rights Council in early March, GATE was invited to participate in a special session on human rights and sustaining the HIV response. As part of the address, we urged UN entities and Member States to defend and sustain HIV funding and stand with trans communities against the escalating anti-gender attacks across governments, institutions, and even within the UN.

This historic landmark session at the Human Rights Council marked the first time that the Council discussed and agreed on decisions related to HIV. In many countries where our communities are criminalized, HIV work is often the only entry point and opportunity to bring our voices to the table in national-level policy discussions. Human rights have always been a key component and driver of the HIV response through which communities have successfully advocated for decriminalization, removal of legal barriers related to access to health, and other social enablers. This international recognition from the UN has bridged the gap between human rights and HIV work.



[Watch GATE's speech at the UN](#)



GATE's Executive Director, Erika Castellanos, addresses the UN Human Rights Council



# High-Level Political Forum on Sustainable Development

GATE participated in the [UN High-Level Political Forum on Sustainable Development](#) in New York, presenting in two sessions: the [Thematic Review of SDG 5 \(Gender Equality\)](#) and [Delivering the 2030 Agenda: Aligning Global Processes Through Inclusive Multilateralism](#). These sessions provided a platform to amplify trans and gender diverse voices, highlight systemic exclusion, and demonstrate how the SDGs can be leveraged for advocacy at local and national levels.

As a member of the LGBTI Stakeholder Group, GATE delivered a statement on how SDG 5 (Gender Equality) implementation fails to support trans and gender diverse communities amid criminalization, systemic discrimination and violence as a result of anti-gender movements. The session, attended by Member States, UN Women, and feminist organizations, emphasized that gender equality cannot be achieved without trans and gender diverse inclusion and called for systemic changes in global decision-making.



GATE's Human Rights Officer, Best Chitsanupong Nithiwana, spoke at the High-Level Political Forum on Sustainable Development in New York



[Find out how to leverage Sustainable Development Goals to promote trans inclusion](#)



[Read why failing LBTI women is failing SDG 5 \(Gender Equality\)](#)



[Learn how multilateralism still overlooks trans and gender diverse leadership](#)

In the session on inclusive multilateralism, GATE highlighted the structural exclusion of trans and gender diverse communities in global decision-making. We advocated for intersectional solidarity, inclusive multilateralism, and dedicated resource mobilization for trans and gender diverse communities, reinforcing their centrality to global development and rights agendas.

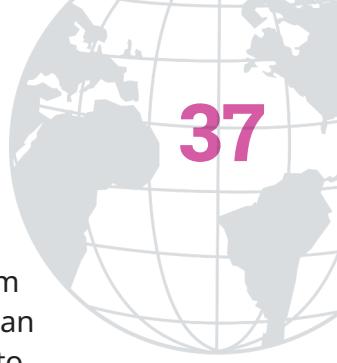


## UN submissions

As a voice for trans and gender diverse communities worldwide, developing submissions for UN mechanisms and processes is a critical part of our work that exposes human rights violations, holds governments accountable and forces action on issues that are often ignored or overlooked at the national level. It puts pressure on States to adhere to international law and, when successful, can positively influence policymaking.

In 2025, GATE submitted reports on a variety of critical topics impacting trans and gender diverse communities:

- ◆ [Why 'sex-based' violence against women and girls framework is a threat to all women](#) focuses on framing gender-based violence through an inclusive lens to ensure that all individuals who face discrimination and violence due to their gender identity or expression receive protection. Submitted to the Special Rapporteur on Violence Against Women and Girls.
- ◆ [Highlighting the impact of technology-facilitated misinformation by anti-gender actors](#) emphasizes the effect on the well-being of trans and gender diverse communities when faced with online disinformation. Submitted to the Human Rights Council Advisory Committee on the Impact of Disinformation on the Enjoyment and Realization of Human Rights.
- ◆ [Exposing global anti-gender opposition and its impact on trans and gender diverse human rights defenders](#) narrates how anti-gender movements are threatening civic space, funding, and the universality of human rights. Submitted to the Special Rapporteur on Human Rights Defenders.
- ◆ [How artificial intelligence as a form of technology-facilitated gender-based violence is harming trans communities](#) centers on how the deployment of AI by various actors poses a risk to increase technology-facilitated gender-based violence and discrimination against trans and gender diverse communities. Submitted to the Working Group on Discrimination Against Women and Girls.



## Human Rights – UN Engagement

- ◆ [How shrinking civic space and the spread of disinformation are destroying the right to freedom of association](#) documents how coordinated anti-gender movements have violated the right to freedom of association of trans and gender diverse communities, representing an alarming tendency towards global democratic backsliding. Submitted to the Human Rights Committee on the Draft General Comment No. 38 on Article 22 (Freedom of Association) of the International Covenant on Civil and Political Rights.
- ◆ [Drivers of forced displacement for trans and gender diverse communities](#) was jointly written with member organizations in Kenya and South Africa, focusing on structural exclusion and discriminatory policies that force trans and gender diverse individuals to flee their homes, along with the issues faced upon arrival when seeking asylum. Submitted to the Independent Expert on Sexual Orientation and Gender Identity.



**Above:** Participants during a training session on statement development during [Trans Advocacy Week 2025](#)



**Bottom:** Panel during the screening of the “Queer as Punk” film during the “Bridging the Gap Between Culture and Politics” session at Trans Advocacy Week.

**Panelists from left to right:** Angel Maxine (Ghana), Denuka Arachige (Sri Lanka) and moderator Nhuun Yodmuang (APTN)

# Cross-Movement Collaboration



## Queer Arts & Justice Summit

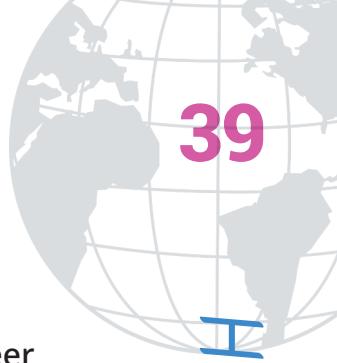
GATE attended the Queer Arts & Justice Summit in Brazil to explore how narrative power can shift public opinion and advance queer liberation through cultural strategy, art, and storytelling. As Brazil continues to rank among the countries with the highest recorded murder rates of trans and gender diverse individuals, GATE's attendance at this summit on art and justice is a significant step in fostering cross-regional solidarity with communities facing anti-gender violence.

During the Summit, GATE spoke on the opening panel, "State of Now and Resistance", examining how anti-gender narratives are constructed and coordinated globally, and how global queer movements are resisting through advocacy, cultural interventions, and strategic storytelling. We shared our research and practical tools that equip trans and gender diverse movements to map threats, counter disinformation, and reclaim narrative power, including the [Impact of Anti-Gender Opposition: Global & Regional Reports](#), the [Anti-Gender Opposition Toolkit](#) and the [Politics is Trans Toolkit](#).

Human Rights



Andro Dadiani performance piece at the "What About Queer?" exhibition during the month-long queer takeover of the MIMA Museum in Brussels



## “What About Queer?” exhibition

In July 2025, GATE provided funding that supported a month-long queer takeover of the MIMA museum in Brussels to amplify the work of trans and gender diverse artists and activists. This opportunity arose unexpectedly when [Pride Museum](#), an international queer initiative creating a living, breathing space that reflects the realities of queer experiences, was offered the former MIMA museum space for one month, free of charge. It was an extraordinary opportunity to provide visibility and space to queer artists and associations.



**Top and bottom:** From the Ego Dallas expo at the “What About Queer?” exhibition during the month-long queer takeover of the MIMA Museum in Brussels





GATE's support of the "What About Queer?" exhibition was fundamental to the project's realisation and success, supporting the grassroots initiative, Pride Museum, to realize this ambitious takeover. The exhibition transformed the museum into a vibrant queer art space, emphasizing that for trans and gender diverse communities, art is not merely expression but a form of artivism, essential for survival.

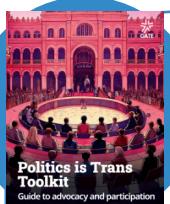


Artist Ego Dallas arrives at the opening



# Human Rights Resources

## Publications



### [Politics is Trans Toolkit: Guide and Workbook to Advocacy and Participation](#)

**and Participation:** As far-right extremism is rising, hate speech and violence are growing, and the political space to raise our voices and needs is shrinking, GATE launched the Politics is Trans Toolkit. **The Guide** introduces key concepts, frameworks, and strategies for political participation, organized into four practical sections: reclaim political power, understand political systems and power structures, engage in political processes, and our stories. **The Workbook** takes concepts from the Toolkit and guides participants through actionable steps in a series of 10 practical exercises. Together, they are designed to empower trans and gender diverse people to participate in politics and advocate for systemic change in such challenging times.



### [An Engineered Hostility: The Architecture of Anti-](#)

### [Trans Oppression in South-West Asia and North Africa](#) —

This report is part of our Building Resilience series. It analyzes the nature of anti-trans hostility in the South-West Asia and North Africa (SWANA) region. It recommends a fundamental shift in international support, from top-down, advocacy-focused projects based on a decolonized model that provides flexible, core funding for direct survival services. Recommendations include investment in a sustainable and secure regional ecosystem led by local activists and prioritizing community-defined needs over donor-centered requirements. By providing much-needed data, trans and gender diverse activists, as well as donors and key stakeholders can use this publication as a baseline to advocate for funding and development.

Human Rights



## GATE Learning Hub training

The two courses launched by GATE in 2025 aim to expand access to knowledge and capacity-building resources for trans and gender diverse activists, advocates, and allies worldwide:



[Recognizing, Documenting and Addressing Anti-Gender Opposition](#) provides a starting point for mapping and countering anti-gender movements. It's designed for activists engaging in health rights advocacy, social justice, gender equality and other thematic areas where anti-gender movements have been impacting rights setbacks.

The training provides practical guidance and methods to recognize, contextualize, document, and report anti-gender movements and attacks on organizations and their personnel. It aims to provide the knowledge, practical skills, and resources to protect rights and support and respond strategically to anti-gender attacks at multiple levels.



The [Politics is Trans Toolkit](#) provides an overview of engaging in political advocacy and processes, looking at understanding political systems, building advocacy strategies, and advancing trans and gender diverse liberation from strategy into action. It aims to support activists in recognizing and acting on their power as a trans or gender diverse person engaged in political change.



[Trans Rights: The Battleground of Democracy](#)



[Trans Day of Remembrance: The Need for Collective Action — Why the World Needs “Trans Advocacy Week”](#)



[Turning the Tide Together: Your Role in Countering Anti-Gender Movements](#)

Health





# Political Engagement

## Communities Delegation to the Board of the Global Fund

The Global Fund to Fight HIV, TB and Malaria remains one of the few international health funders committed to funding human rights-based programs. In 2025, GATE was selected as the Alternate Board Member of the Communities Delegation, strengthening its role in ensuring that community voices, particularly those of trans and gender diverse communities, are centered in Global Fund decision-making at a time of increasing threats to inclusive HIV funding.

In this role, GATE advanced advocacy for community-led health responses by leading the development of a Community Delegation position paper calling for direct funding mechanisms for community-led organizations operating in criminalized contexts. The paper outlined evidence-based recommendations to enable access to Global Fund resources where legal and policy barriers prevent trans- and gender diverse-led organizations from receiving country grant funding, despite their essential role in delivering life-saving services.

Amid significant reductions in international health funding, the Global Fund initiated a rapid country grant revision and reprioritization process. The Communities Delegation supported timely and meaningful community engagement by issuing a multilingual community alert, [establishing a protocol to document barriers and abuses of process](#), and collecting data that was presented to the Global Fund Secretariat to address emerging challenges to community participation.

Health



## Global key population networks engagement

GATE, in collaboration with global key population networks INPUD (International Network of People Who Use Drugs), MPACT, NSWP (Global Network of Sex Worker Projects) and Global Black Gay Men Connect, developed resources to support community-led organizations in defending funding for life-saving healthcare services for marginalized communities in the Global Fund grant revision and reprioritization process. This included cohosting a webinar and collecting community priorities through participant input and an online survey. The results informed the development of the resource, We Insist! Key Population Non-Negotiables in the Global Fund Revision Process, outlining critical interventions and practical guidance to ensure continued access to care for key populations.

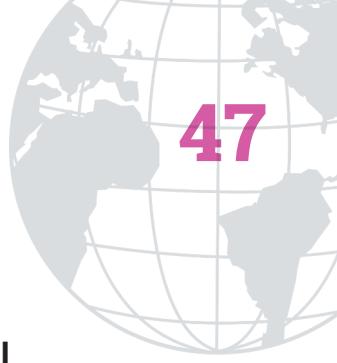


At the Community Engagement Strategic Initiative (CRG-SI) Partners Meeting in Nairobi, Kenya

**Above:** A working session on tools development

**Right:** GATE's Health Lead with global key population network partners. From left to right: Maguette Niang (MPACT), Anil Padavatan (GATE), Hannah Lewis (NSWP) and Isaac Olushola Ogunkola (INPUD)





## UNAIDS Global AIDS Strategy

The UNAIDS Global AIDS Strategy is a core component of the global accountability framework to refocus efforts to end AIDS as a public health threat, elevating civil society voices and providing evidence-based guidance for effective, rights-based programming and investment. As part of its development, communities affected by HIV were consulted to document priorities and ensure no one is left behind.

GATE conducted a series of consultations with trans and gender diverse communities to ensure our community priorities were reflected in the Strategy. Discussions focused on ending stigma and discrimination, upholding human rights and gender equality, and strengthening community leadership in the HIV response. The [Global AIDS Strategy 2026–2031](#), adopted by the UNAIDS Programme Coordinating Board in December 2025, underscores the centrality of community leadership, rights-based approaches, and the decriminalization of key populations, including trans and gender diverse communities.

## UNAIDS Program Coordinating Board High-Level Panel for a Sustainable HIV Global Response

GATE co-chaired the High-Level Panel for a Sustainable HIV Global Response, presenting community-informed recommendations to ensure trans and gender diverse communities are not left behind in the HIV response. This is the first time a UN high-level panel includes communities as co-chairs. We also co-sponsored the side event, ["From Crisis to Solutions: Key Populations in the Lead"](#), highlighting collaborative responses by key population networks to the funding crisis. Through this engagement, GATE strengthened the visibility of trans leadership and reinforced the central role of communities in a sustainable HIV response.



## 78<sup>th</sup> World Health Assembly

The World Health Assembly (WHA) is the decision-making body of the World Health Organization (WHO). The Assembly is attended by delegations from all WHO member States and is held annually with a focus on a specific health agenda prepared by the Executive Board. The theme for 2025 was “One World for Health”.

During the 78<sup>th</sup> World Health Assembly, GATE was invited to participate in an art exhibition side event, “A Seat at the Table”. Taking part was a moment to understand the realities of our trans and gender diverse communities and reimagine a system where everyone has a voice in their care. GATE’s contribution, “Whole, Not Broken: A Journey Towards Trans and Gender Diverse Health Equity,” honors the lived experiences of trans and gender diverse communities in health systems, centering our voices and experiences at the heart of care. Historically, our communities have faced systemic exclusion, limiting access to dignifying and affirming healthcare. This piece reflects those battles, our resilience, and our collective aspirations for equity.

Our presentation included a “Recipe for Gender-Affirming Care” that focuses on humanizing, people-centered care.



[Read the Recipe for Gender-Affirming Care](#)



**Top left:** Presentations at the 78<sup>th</sup> World Health Assembly’s “A Seat at the Table” event



**Top right:** GATE's Executive Director, Erika Castellanos, presenting GATE's “Recipe for Gender-Affirming Care”



**Bottom:** Attendees at the “A Seat at the Table” exhibition side event



# Advocacy

## Sexual and Reproductive Health Matters Journal

Sexual and Reproductive Health Matters is a highly-reputable journal with an accompanying podcast that has a broad readership among researchers, healthcare professionals, policymakers and advocates working in the field of sexual and reproductive health. GATE took part in a podcast episode, “The Impact of HIV Funding Cuts on Trans Health and Beyond” to expose how anti-gender actors have taken advantage of funding cuts to escalate their attacks on trans and gender diverse rights and sexual and reproductive health rights more broadly. GATE members from two heavily-impacted regions, East Africa and Central Asia, joined the podcast to share how their communities have been affected. This engagement was vital to shifting global narratives around trans and gender diverse health and building greater solidarity across health rights movements.



[Listen to the podcast](#)



GATE's Health Lead moderating a panel on confronting the challenges of international health funding cuts at the Community Engagement Strategic Initiative (CRG-SI) Partners Meeting in Nairobi, Kenya

From left to right: Anil Padavatan (GATE), Mangala Namasivayam (ACT AP), Fidèle Bemadoum (CS4ME), Elena German (ECOM), Anuar Luna (LAC Learning Hub) and Taline Torikian (MENA Rosa)

Health



# World Health Summit

The World Health Summit takes place annually, bringing together global health stakeholders from all sectors and regions to find solutions for the most pressing health challenges. In 2025, it took place in Berlin, Germany, under the theme "Taking Responsibility for Health in a Fragmenting World."

Within a context of global health funding cuts, GATE's presentations at the summit focused on centering the needs of trans and gender diverse communities and calling for greater accountability to human rights within healthcare systems.



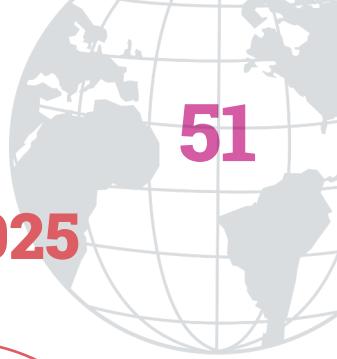
**GATE's Executive Director spoke at a session with government representatives and health experts on shaping the future of the global HIV response at the World Health Summit in Berlin, Germany.**

**From left to right: Clemens Gros (Insights for Development), Dr. Georg Kippels (Germany), Paul Zubeil (Germany), Christine Steglin (UNAIDS), Peter-Derrick Hof (Netherlands), Erika Castellanos (GATE) and Hon. Daniel Molokole (Zimbabwe)**

At a Parliamentary Breakfast session in the Bundestag, ["Strengthening Political Leadership to End AIDS"](#), GATE called on governments to stop putting trans and gender diverse human rights to a vote, to back their recommendations with scientific evidence, and expressed our willingness to provide community consultations where evidence is lacking.

GATE co-chaired the panel on ["Shaping the Future of UNAIDS in the Context of UN80"](#), examining the High-Level Panel recommendations adopted by the UNAIDS Program Coordinating Board. Discussions called for continual centering of community needs in UNAIDS processes and preservation of State accountability to commitments to end AIDS. The need for long-term financial sustainability through innovative funding models and reframing development aid as investments was raised. GATE emphasized that this is not the time to scale back support, highlighting new prevention and treatment technologies as an opportunity to end HIV as a public health threat.

Health — Advocacy



## International AIDS Society (IAS) 2025

***"In a patriarchal system, all women are impacted. But the more marginalized you are, the heavier the burden. We cannot let anti-gender actors divide us. Our strength is in our solidarity."***

— Erika Castellanos, GATE Executive Director

GATE's Executive Director, Erika Castellanos, speaking at the International AIDS Society (IAS) "Women Know What Works" Pre-Conference



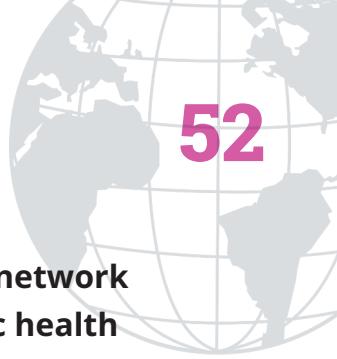
**GATE attended the International AIDS Society (IAS) 2025 conference in Kigali, Rwanda, which featured several trans-focused sessions organized or supported by GATE:**

- ◆ **Women Know What Works** Pre-Conference brought together grassroots leaders and global advocates from across regions to celebrate decades of hard-won progress and to sound the alarm about the mounting threats of funding cuts and anti-gender backlash
- ◆ **From Lived Expertise to Action** focused on recognizing community leaders as architects of the HIV response, highlighting the systemic barriers that continue to marginalize these efforts and the transformative impact of community-led action
- ◆ **Protecting Progress in the HIV Response Amid the Rise of the Anti-Gender Movement** gathered community leaders and donors to confront the rollback of rights-based approaches in the global HIV response, addressing the risk of losing the hard-won progress of recent decades
- ◆ **"I Will Not Lower My Voice"** provided a platform to share the experiences of trans and gender diverse communities, highlighting the power of community-led research in producing vital data on marginalized communities

Health — Advocacy

# Trans men in the HIV response

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The [Trans Men and HIV Working Group](#) is a global, community-led network of trans men and trans masculine activists, researchers, and public health experts from 25 countries, addressing the historic exclusion of trans men from HIV programming and promoting broader trans inclusion in the global HIV response.

In 2025, GATE highlighted the group's impact by producing a video on the first-ever session on trans men and HIV at an AIDS conference, reaching 8,700 views with a 10% engagement rate. The video focused on key issues faced by trans men's inclusion in the global HIV response.



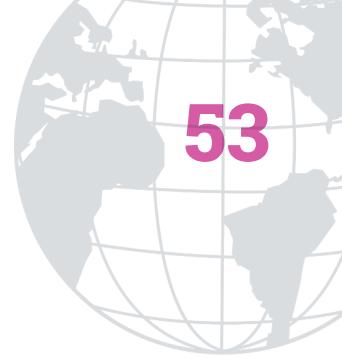
[Watch the video "Are Trans Men More Vulnerable to HIV?"](#)



From the video, "Are Trans Men More Vulnerable to HIV?": The all trans men and trans masculine plenary from the Trans Men and HIV Working Group at the AIDS 2024 Conference

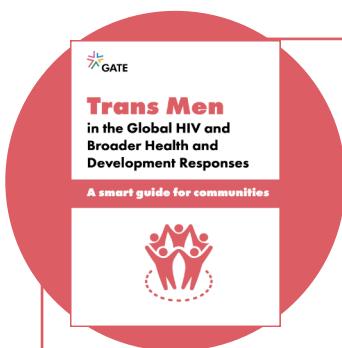
Health – Advocacy

GATE also published the "Smart Guide for Communities: Trans Men in the Global HIV and Broader Health and Development Response", a user-friendly national-level advocacy tool summarizing research and recommendations from GATE's 2023 [Trans Men & HIV Policy Brief](#). It was launched with a [social media campaign highlighting successful advocacy efforts](#), including the inclusion of a vulnerability study on trans men and HIV in the Philippines' new 6-year HIV/AIDS plan, and improving the quality of service for trans men living with HIV in community-based organizations and local clinics in the US. A Spanish-language version, developed with REDCAHT, was disseminated across Latin America through Via Libre and the LAC Community Engagement Forum.



# Health Resources

## Publications



### Smart Guide for Communities: Trans Men in the Global HIV and Broader Health and Development Response

**Response** — The Smart Guide provides a practical advocacy resource designed to support trans-led organizations in advancing the inclusion of trans men in health responses. It complements and operationalizes [GATE's Policy Brief on the inclusion of trans men in the HIV response](#), translating key recommendations into accessible, action-oriented guidance. It equips communities with tools to engage in evidence-based advocacy at national, regional, and global levels, strengthening efforts to influence health policies and programmes toward more inclusive, rights-based health initiatives.

Health



**Recipe for Trans-Affirming Care:** This Recipe was presented at the 78<sup>th</sup> World Health Assembly as part of a performance art exhibition piece titled, "Whole, Not Broken: A Journey Towards Trans and Gender Diverse Health Equity". It honors the lived experiences of trans and gender diverse communities in health systems, centering our voices and experiences at the heart of care.



## GATE Learning Hub training

In preparation for AIDS 2026, GATE hosted a webinar series, [“How to Build Successful Abstracts & Presentations for International Conferences”](#), led by Dr Asa Radix, a trans researcher and healthcare expert with over 20 years of experience. Aimed at trans and gender diverse activists, as well as researchers and advocates, the series provided tools to translate community practice and research into compelling abstracts and professional presentations for global visibility.

The first webinar covered abstract categories, identifying relevant data and stories, and aligning work with global themes. The second focused on transforming accepted abstracts into oral or poster presentations, using storytelling, accessible language and effective delivery techniques. Participants were invited to submit their abstract proposals to GATE for review and feedback, encouraging trans- and gender diverse-led submissions to the AIDS 2026 conference and other international health conferences.

## Articles

## Health — Resources



[Thirty Years Living with HIV: An Anniversary and a Promise](#)



[Attacks on Trans Rights Are Harming Women's Health](#)



[Zero HIV Stigma Day: Tackling a Major Barrier to Health Access Trans Health: An Overview of Key Issues](#)

Movement Building





# Responding to the Global Funding Crisis

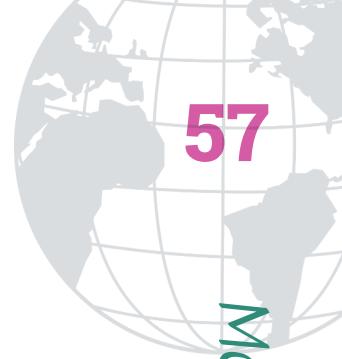
## Global database of trans-serving clinics

At the start of 2025, critical health funding was pulled from the global health space, creating a funding crisis. In order to track the impact on our communities, GATE developed a database of trans-serving clinics worldwide, collecting information on their operating budget, loss of funding, and impact on the community. The data gathered was used to mobilize resources and develop a strategy to support them through the crisis. This monitoring was ongoing throughout the year, and the data collected was used to connect affected clinics with relevant donors to provide interim funding to cover the gaps until more permanent financing was secured. An impact assessment on regional networks around the world was also conducted, involving seven regional partners, and the results of this research were also shared strategically with donors to push for substantial financial support for the trans movement.



From the [Trans and Gender Diversity 101 training](#) held in Nepal by GATE member, Blue Diamond Society, where they adapted GATE's training course to the local context

Movement Building



# Economic empowerment

## GATE's Innovation Lab

**GATE's Innovation Lab** is a bold and strategic approach to reducing financial dependency and fostering economic resilience among trans and gender diverse organizations around the world. It is a shared platform for trans- and gender diverse-led organizations to design, test and refine income-generating models that align with community priorities and organizational missions.

The strategic vision for the Innovation Lab is guided by the Brain Trust, which unites diverse stakeholders, including community representatives, donors and social enterprise experts, to set the agenda for the initiative.

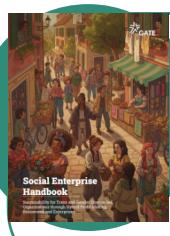


A meeting of the Innovation Lab's Brain Trust in Mexico City, which brought together donors, social enterprise experts and communities to plan for a more sustainable future for trans and gender diverse organizations

The “Social Enterprise Handbook” was developed under the direction of the Brain Trust as a blueprint for social enterprises that offers clear, step-by-step guidance on developing income-generating initiatives that align with the values and missions of trans and gender diverse movements, as well as providing a repository of best practices documenting successful sustainability models used by grassroots trans and gender diverse organizations.



[Read the Brain Trust Meeting Report](#) on strategizing to diversify funding and support for trans- and gender diverse-led organizations



[Social Enterprise Handbook: Sustainability for Trans and Gender Diverse-led Organizations through Hybrid Profit-Making Businesses and Enterprises](#) — This Handbook provides a guide for trans and gender diverse organizations on how to set up, launch and maintain a social enterprise.



## LGBTI Resilience webinar series

**GATE, in partnership with Koppa Lab, Rustin Fund for Global Equality and Equality Without Borders, launched a three-part webinar series on exploring funding diversification, autonomous resource development, and the importance of community-centered governance and well-being in funding decisions.** The webinars focused on three key topics:

- ◆ Encouraging individual donations from allies and supporters
- ◆ An overview of income generation models for community-led organizations
- ◆ Formalizing health service delivery within a social enterprise model

The series equipped community-led organizations with practical tools to build long-term sustainability in a global environment of shrinking international financial support, rising anti-gender backlash and increasing pressure to do more with less.



[Find out more and watch the series](#)

## Trans and gender diverse consultants roster

**In 2025, we launched a trans and gender diverse consultants roster to center the leadership, knowledge, and expertise of trans and gender diverse professionals. It showcases the work of trans and gender diverse consultants across a range of areas, including movement building, organizational development, community well-being, creative media, and technical support.**

Our aim is to increase visibility for trans and gender diverse professionals and help others connect with trans- and gender diverse-led expertise. By highlighting trans and gender diverse professionals from around the world, the roster supports the economic independence of our community members, and fosters greater awareness of trans-led expertise with global, regional and national bodies and entities.



[Discover trans and gender diverse consultants](#)



## Technical assistance

In 2025, GATE expanded our technical assistance to trans- and gender diverse-led member organizations, delivering 99 tailored assistance assignments across 43 countries. This is a core benefit of our membership that strengthens organizational sustainability, resource mobilization, advocacy strategy, and engagement with national and international decision-making spaces.

Using a combined approach of immediate crisis response and long-term capacity building, GATE helped members to navigate major funding disruptions, secure urgent grants, and access emergency support for activists at risk. We also supported engagement with global health and human rights mechanisms, enabling organizations often excluded from these spaces to present evidence grounded in community-led data and lived experience, sustaining advocacy under increasingly hostile conditions.

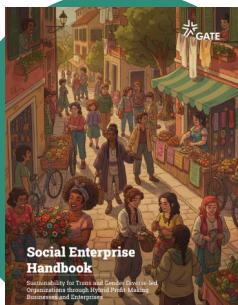


GATE grantee Positive Champions Health and Empowerment Initiative provided legal education training to trans and gender diverse community members in Nigeria



# Movement Building Resources

## Publications



[Social Enterprise Handbook: Sustainability for Trans and Gender Diverse-led Organizations through Hybrid Profit-Making Businesses and Enterprises](#) — This Handbook was developed as a blueprint for social enterprises that offers clear, step-by-step guidance on developing income-generating initiatives that align with the values and missions of trans and gender diverse movements, as well as providing a repository of best practices documenting successful sustainability models used by grassroots trans and gender diverse organizations. It was developed during Phase 2 of [GATE's Innovation Lab](#).

## GATE Learning Hub training

GATE hosted a [Creative Writing workshop](#) for our members and wider key population communities, delivered by RJ Huneke, an author who provided the workshop **pro bono**. For trans and gender diverse people, creative writing and storytelling can be both resistance and liberation: a way to tell our truths, imagine new worlds, and ensure our voices are heard. The workshops gave participants the skills to channel their inner voice and study the use of metaphor, conflict, world-building, and character creation.

Movement Building



## Articles



### [Sustainable by Design: Building Trans-Led Funding Solutions](#)



### [Trans Day of Visibility: #JustLikeYou](#)



### [Why Strong Systems and Sustainable Planning Matter for Trans-Led Organizations](#)

Institutional Strengthening





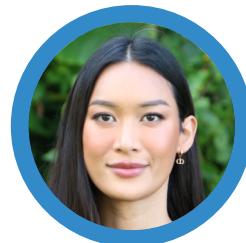
GATE prioritises institutional strengthening as a core component of ensuring the long-term sustainability of the organization. As the global representative of trans and gender diverse communities, we must ensure the longevity of GATE in order to protect and support our communities now and in the future. Part of this work involves developing our internal policies and tracking tools, strengthening board governance, providing professional development opportunities for our staff, and expanding our fundraising strategies to diversify our income sources. These efforts ensure that we can operate efficiently, securely, and strategically, not only safeguarding our organization, but also ensuring that resources reach the communities that need them most.

## Key Changes in 2025

### New staff members

As part of our ongoing commitment to increase the capacity of our team, GATE's team expanded in 2025 with the hiring of two new program staff:

- ◆ **Asia Castelo** was hired for the new position of Movement Building Officer to support our new members and ensure that GATE is meeting the needs of our trans community. She is a transpinay queer feminist activist from the Philippines with over 6 years of experience in grassroots queer and trans liberation work.
- ◆ **Chitsanupong "Best" Nithiwana** was hired for the new position of Human Rights Officer to support our work at the UN and increase our engagement with critical human rights mechanisms at the international level. She is a trans human rights advocate from Thailand, bringing years of experience advocating for LGBTIQ+ communities in multilateral spaces.



[Learn more about our staff](#)



## New grant management platform

GATE onboarded a new grant management platform that will support us in tracking and disbursing GATE's regrants to our members. It has helped to standardize procedures, enhance consistency, and support more efficient and transparent grant administration. It offers our members a friendly, intuitive portal for submitting grant requests, reviewing, approving, and providing feedback, as well as for monitoring implementation and submitting programmatic and financial reports. This allows us to streamline administrative processes and concentrate on our objective to strengthen trans and gender diverse movements globally.

## Strategic partnerships

GATE prioritizes coordinated and collaborative work and the establishment of strategic partnerships. These are characterized by their particular opportunity to influence policy and financial decisions that directly impact trans- and gender diverse-led organizing. In 2025, we entered into two such partnerships: [Communities Delegation to the Board of the Global Fund](#) and [Global Black Gay Men Connect](#).

GATE supports the Communities Delegation to the Board of the Global Fund by serving as its host organization and providing technical support. This partnership is critical, as the Delegation plays a strategic role in influencing decision-making and funding allocations that directly affect trans and gender diverse organizing in Global Fund-eligible countries.

GATE established a Memorandum of Understanding with Global Gay Black Men Connect to document and elevate efforts that center the lived experiences of trans, gender diverse, and Black gay men globally. The partnership focuses on sharing resources, knowledge, and opportunities to strengthen each other's organizational capacity and to ensure HIV prevention strategies are inclusive of trans and gender diverse Black gay men. Together, we collaborated to influence policies and public engagement and to advocate at multilateral and regional bodies, including the United Nations, UNAIDS, the World Health Organization, and the European Union, for inclusive health policies, human rights protections, and equitable funding mechanisms.



## 4-Day Workweek

GATE officially transitioned to a 4-day work week after the successful piloting of the initiative from September to December 2024. At a moment when our communities, of which our staff are a part, are under increasing pressure from all sides, our 4-day workweek policy is more important than ever to ensure that the well-being of our staff is protected so that they are best placed to continue to work with our communities on the ground and provide the necessary support.

Seeking to enhance well-being and boost productivity while maintaining work standards, staff changed their working hours to Monday to Thursday, with Fridays off, with the aim not to condense work but rather reduce the number of days and hours that staff work overall.

*"I have worked across different networks and organizations, and I feel that everyone often preaches wellness and uses it as a dangling carrot. GATE has been the exception to this because the leadership are intentional about wellness and ensuring that the team is not too overburdened."*

— GATE staff member



[4-Day Workweek Pilot Assessment Report](#)



## Staff handbook & onboarding process

The updating of our staff handbook represents a significant milestone in GATE's growth and institutional strengthening. What began as an effort to document and centralize key workplace information evolved into a catalyst for broader operational development and refinement. **The process uncovered outdated policies, revealed inconsistencies, and highlighted gaps, prompting the creation of new policies, the refinement of existing ones, and the clarification of internal processes.** The Handbook now serves as a resource that supports consistency and accountability across our remote team.

We also overhauled GATE's staff onboarding process to create a more intentional, structured, and supportive experience for new hires. The revised onboarding spans four weeks and is designed to introduce new staff to our work, values, systems, and policies in a manageable and engaging way.



From the staff retreat in Thailand

From left to right: Aisia Castelo, Naomhán O'Connor, Anwar Ogrm, Adriana Beukes, Erika Castellanos, Andreo Gustavo, Anil Padavatan, Best Chitsanupong Nithiwana, Cori Zaccagnino and Levan Berianidze

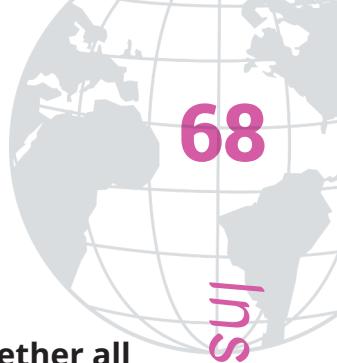


# Organizational Development

## Staff development

To support the ongoing development of our staff, GATE provides funding for professional development opportunities. This funding has enabled our staff to engage in a variety of training courses, including:

- ◆ A week-long training on Sexual Orientation and Gender Identity (SOGI) and International Human Rights provided by the Grotius Law Center at Leiden University. The course offered academic insights into how international law, including global and regional human rights institutions, addresses Sexual Orientation, Gender Identity and Sex Characteristics (SOGIESC) issues and how international law can be utilized to advance SOGIESC-related rights.
- ◆ Online training on writing and submitting scientific abstracts and papers
- ◆ Courses on leadership, collaboration, negotiation, conflict resolution and partnership-building skills to support our engagements with GATE's membership
- ◆ Training on social enterprises, to prepare our staff to engage effectively with [GATE's Innovation Lab](#)
- ◆ Training on internal systems, including our new grantmaking platform, our CRM system, and our project management system, to ensure effective utilization
- ◆ Staff-led training sessions on pitching to donors, AI usage, communications best practices, and digital and information security



## Staff retreat in Thailand

GATE's staff retreat is an annual in-person meeting that brings together all GATE staff to reflect on the year's achievements, strategies, challenges, and successes, and to plan for the year ahead. As a remote-working organization, this opportunity for us to gather together in person for a week-long meeting provides critical team-building opportunities both within the scope of the working day and outside of it. We take this opportunity to get to know one another better, share our meals, and take part in shared experiences. This year, our retreat was held in Phuket, Thailand, and it coincided with Trans Day of Remembrance (TDoR), which takes place each year on 20 November. As a trans- and gender diverse-led organization, many of our staff have experienced first-hand the impact of stigma, discrimination and violence on our communities, so we took the opportunity to share our experiences and commemorate those we have lost with a candlelit gathering.

We also take part in a team-building day each year, and this year it took place at an elephant sanctuary, providing an opportunity for the staff to relax and enjoy themselves outdoors after 4 days of meetings. We shared the outcomes of our staff retreat on social media to ensure our members were updated on what we were doing and why it matters, to provide clarity on what we are planning to sustain the future of the trans movement.



**GATE staff at the Phuket Elephant Sanctuary during our staff retreat in Thailand**  
From left to right: (standing) Levan Berianidze, Best Chitsanupong Nithiwana, Erika Castellanos, Naomhán O'Connor, Andreo Gustavo, Adriana Beukes, Cori Zaccagnino, (and seated) Anwar Ogrm, Asia Castelo and Anil Padavatan



# Institutional Strengthening Resources

## Articles



[GATE's 4-Day Workweek Pilot Boosts Productivity and Well-Being](#)



[An End to the Age of NGOs or a Return to the Roots of Civil Society?](#)



**From the Board meeting in Istanbul**

**From left to right: Jay Mulucha, Abhi Muchtar, Alexandra Rodriguez, Ayden Scheim and Simon Petitjean**

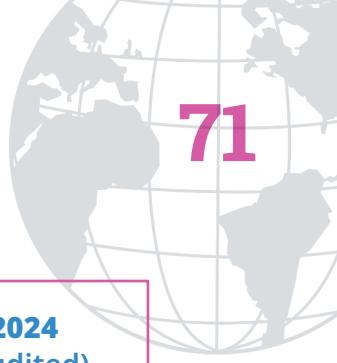
**Institutional Strengthening**

# Financial Overview



# Financial Overview

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	<b>2025</b> (Preliminary, unaudited)	<b>2024</b> (Audited)
<b>Revenue, Support and Gains</b>		
Grants and other contributions		
Foundations and other	\$2,389,567	\$2,643,759
Corporate	\$880,823	\$483,366
Contributed non-financial assets	\$61,996	\$197,014
Individuals	\$81,343	\$44,431
<b>Total grants and contributions</b>	<b>\$3,413,729</b>	<b>\$3,368,570</b>
Program Service Revenue		
Project fees under service contracts	\$276,419	\$260,623
Registration fees	\$0	\$38,096
<b>Total Program Service Revenue</b>	<b>\$276,419</b>	<b>\$298,719</b>
Other Income		
Net investment return	\$76,593	\$23,073
Miscellaneous income	\$60	\$157
Interest income	\$1,000	\$77
<b>Total other income</b>	<b>\$77,653</b>	<b>\$23,307</b>
<b>Total Revenue and Support</b>	<b>\$3,767,800</b>	<b>\$3,690,596</b>
Expenses		
Program services	\$1,764,654	\$1,649,405
Supporting services		
Management and general	\$369,639	\$426,656
Fundraising	\$144,865	\$217,998
<b>Total Expenses</b>	<b>\$2,279,158</b>	<b>\$2,294,059</b>
Change in net assets	\$1,488,642	\$1,396,537
Net Assets — Beginning of year	\$2,975,597	\$1,579,060
<b>Net Assets — End of Year</b>	<b>\$4,464,239</b>	<b>\$2,975,597</b>

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