AIDS United

Transgender Leadership Initiative (TLI)

Part I & Part II: Call for Applications

Applications close on May 3, 2024 at 5:00 pm ET

Apply Here

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Program Information

AIDS United's grantmaking initiatives strive to reach the nation's most disproportionately affected communities within the HIV epidemic. The **Transgender Leadership Initiative (TLI)** prioritizes funding organizations that adopt intersectional approaches to addressing the HIV epidemic in the United States and territories and are dedicated to the wellness of **transgender people of color (TPOC)** including community-based organizations, community planning bodies, and local networks.

We recognize that in order to strengthen the HIV movement, we must first strengthen our leadership. Moreover, we recognize the importance of providing opportunities for TPOC to develop their leadership skills. As such, AIDS United is offering an **8-month Leadership Development Program** to provide funding and training to emerging TPOC professionals who desire to implement or improve a service learning **project** under their organizations.

Each participant will be awarded a **$2,500 stipend** for their participation and professional development needs. Additionally, the participant's organization will receive a **$10,000 grant** intended to support the participant's time and effort to participate, implementation of their service learning project, as well as any additional professional development not covered by the stipend. All participants will receive leadership development modules and live sessions from AIDS United and other partners. As part of TLI, participants can expect to learn and apply strategic leadership skills to a service learning project, as well as to their own professional development.

Program and Application Webinar

To aid accessibility of the application, AIDS United staff will be hosting webinars to discuss the program and application and answer questions. Webinars will take place on the following dates:

Thursday, April 11 at 12pm ET - **Register**

Wednesday, April 24 at 6pm ET - **Register**

Thank you to Janssen Pharmaceutical Companies and Merck Sharp & Dohme LLC for their generous support of the Transgender Leadership Initiative.

Requirements

- Must be a **transgender or nonbinary person of color** who is an emerging leader and/or community health worker at a 501(c)(3) organization dedicated to the wellness of transgender communities in the United States and territories.
  - Organizations must be nonprofit, tax-exempt organizations, per the guidelines set forth by the Internal Revenue Service, with proper 501(c)(3) status. Organizations or coalitions that do not hold 501(c)(3) or 501(c)(7) status must have a fiscal sponsor. Note that 501(c)(4) designation is not the same. While it is possible for an organization to have both IRS (c)(3) and (c)(4) status, AIDS United will verify that each applicant organization has a (c)(3) designation
- Must be **18 years or older.**
- Must be able to implement a **service-learning project** over the course of the 8-month grant period.
- Must be able to submit 3 progress reports over the course of the 8-month grant period.
- Must be able to commit to the 8-month (July 2024-March 2025) **Leadership Development Program,** including all virtual, self-directed e-learning modules and live, peer-to-peer learning and mentoring sessions.
- Must have the support of your organization and direct supervisor (e.g. manager, executive director, board chair, president, etc.).
- Grant funds may not be used for: direct or grassroots lobbying; medications or medical care; facility acquisition or renovation; deficit reduction or debt payment; displacement of existing funding sources; and indirect expenses outside of the percentage noted in your budget.

Scheduling

A tentative schedule of events can be found in the table below. Our team will work with each leader and consider their schedules and obligations when confirming the dates and times of module webinars, sessions, and other program components. Leaders who are entirely unable to attend an online webinar must commit to listening to the recording, which AIDS United will make available to all program participants.

Date	Event	Sample Module Topics
Late May	Announcement of TLI Cohort	*Program planning & evaluation tools*
July 2024	Module 1, Report #1 Due	*Community asset mapping*
August 2024	Module 2	*Empathetic leadership & advocacy*
September 2024	Module 3	*Financial management*
October 2024	Module 4	*Community care & wellness*
November 2024	Module 5, Report #2 Due	
December 2024 - March 2025	Service Learning Project, Final Report Due	

Disclaimer

All information provided in this application will be confidential and only accessible to AIDS United staff and/or external reviewers that have signed a confidentiality agreement or with personal identifiable information redacted.

Questions

Questions about this funding opportunity or content of your application are preferred by email, sent to Gabriel Glissmeyer at tli@aidsunited.org. Applicants should send questions about navigating the Qualtrics application to grants@aidsunited.org.

Part I: General Application

Name

Pronouns

Current Organization

Job Title/Position/Role

Position Type (e.g. volunteer, intern, employee)

Years at Organization

City, State

Email

Phone Number

Preferred Method of Contact (you may select more than one)

- o Email
- o Phone Call
- o Text Message

I acknowledge that this program is to fund TGNC BIPOC folks that are 18 and older, community health workers, and/or leaders at a local organization.

- o No
- o Yes

Which best describes you? (you may select more than one)

- o Transgender and/or nonbinary
- o Person of Color/BIPOC
- o Youth (aged 18-25)
- o Community Health Worker
- o Non-profit manager or executive
- o Other (Please describe)

Will you have access to reliable internet and a computer throughout the length of this program?

- o No
- o Yes

- o I'm not sure
  - o Please describe

Can you commit to the full length of the program?

- o No
- o Yes
- o I'm not sure
  - o Please describe

Have you previously participated in national or local conferences, trainings, or mentorship programs? If yes, please list the trainings or mentorship activities that you have participated in.

- o No
- o Yes [Text entry]

Please select your general availability for virtual trainings. These times are based on Eastern Standard Time (EST)

Part II: Narrative

What are the barriers that transgender people of color (TPOC) face in your local community when accessing care (HIV care, PrEP, mental health services, emergency housing etc.)? What ideas do you have to reduce those barriers? [Free Text]

There is a lack of transgender people of color (TPOC) in leadership roles. This often results in community outcomes without inclusive representation of those most disparately impacted.

What are 2-3 challenges you feel are preventing TPOC from accessing leadership roles? How would you suggest combating those challenges? [Free Text]

How do you define a leader? What influences your definition? [Free Text]

Provide an example where you served as a leader, this could include experiences at work, school, volunteering, or in other community settings. What were your challenges and successes you experienced? How did you overcome the challenges? [Free Text]

What additional support would be helpful as you grow your leadership roles & skills? [Free Text]

Participation in this program requires grantees to implement and/or improve a service learning project within their organization.

If accepted to this year's leadership cohort, how would you anticipate utilizing the skills, tools, and knowledge gained to support and mobilize your local community? [Free text]

(Optional) Please describe any access or disability need(s) / accommodation(s) that you would like us to know about. [Free Text]

Please provide your supervisor's email address below. Upon submission of your application, an email will automatically be sent to your supervisor to request that they complete the Organizational Input sections. Please follow up with your supervisor to ensure that they receive the email and submit the requested information before the deadline.

Part III: Organization Input

In order to be selected for the TLI, applicants must have the support of their organization and direct supervisor.

The following section must be completed by an organization representative.

In order to complete your application, AIDS United asks that a **representative from your organization (preferably your supervisor, director, or an executive staff member) complete the final portion of this survey.**

Full Name

Pronouns

Current Organization

Job Title/Position

Email

Phone Number

Organization Address

City

State

Zip Code

Organization EIN

Preferred Method of Contact (you may select more than one)

- o   Email
- o   Phone Call
- o   Text Message

Do you have a fiscal sponsor?

- • No
- • Yes

If yes, what is the sponsor's EIN, contact information?

Is a member of your staff on AIDS United's Board of Directors or is your organization a member of AIDS United's Public Policy Council (PPC)?

      i. Yes (Please provide the name(s) of those/those individuals.)

      ii. No

            1) If Yes, do you attest that this person will recuse themselves from any decisions associated with this funding?
                  a) Yes
                  b) No

Applicant Information

You are invited to complete a brief organization input application for AIDS United's TLI Leadership Development Program on behalf of your organization's applicant. Please reference the email from AIDS United Grants with the applicant's full name.

Why would you recommend this individual to participate in this program? [Free Text]

How will you support this leader's participation in the TLI leadership Development Program? [Free Text]

After the program ends, how will you continue to support this applicant in their leadership growth and service learning project? [Free Text]