

Call for Candidates for TGEU Co-chairs and Steering Committee

Transgender Europe (TGEU) is a trans-led member organisation working for the rights of trans people and supporting trans communities across Europe and Central Asia. The network has more than 100 member organisations in 42 countries. At the General Assembly to be held on Saturday, June 30, 2018, seven members of TGEU's Steering Committee and two Co-chairs will be elected for the next term (2018 - 2020).

We are looking for candidates who would like to be active as members of the Steering Committee or as Co-Chairs for a period of two years.

In order to increase representation and expertise in TGEU, we encourage trans: Black and people of colour, D/deaf and disabled people, people with a migration background, sex workers, trans women and gender non-conforming people to nominate themselves as candidates and mention their background and experiences in their nomination form.

Steering Committee

The Steering Committee consists of nine members, including the two Co-chairs, who are responsible of the organisation's governance between General Assemblies (a period of about 2 years).

The Steering Committee's role is to oversee the organisation's work and its direction, implement decisions taken by the General Assembly as well as prepare the next General Assembly, take positions on matters important to TGEU's work, represent the network, and add a membership-based and more long-term perspective. The Steering Committee is not in charge of the day to day activities; this is in the hands of the employed Staff. The Staff and the Steering Committee support each other in their work.

Co-chairs

The two Co-chairs lead the work of the Steering Committee and act as the highest representatives of TGEU. They ensure that a Treasurer and Secretary from the elected members of the Steering Committee are appointed. At minimum, those four form the Executive Board, the body responsible and legally accountable for the activities of TGEU. It is the intention of the outgoing Steering Committee that all nine members of the new Steering Committee form the Executive Board, and to propose changes to the Statutes so that in the future there is only one nine-member Board and no division between Steering Committee and Executive Board. The Executive Board is responsible for the finances of the organisation. Together with the Executive Director they officially represent the organisation.

For more details please have a look at [TGEU's Statutes here](#).

Term 2018-20

In the last few years, TGEU has grown and changed substantially, e.g. in numbers of employees, projects, and funding, as well as in working methods and approaches. In the term 2018-20, one of

the major tasks awaiting the Steering Committee is jointly with the Staff adjusting to these changes, developing support structures in TGEU to ensure the sustainability and wellbeing of the organisation and its team of Staff and Steering Committee members.

Key activities

Candidates who get elected to the Steering Committee, including Co-chairs, can expect:

- to be a representative of Transgender Europe (TGEU)
- to exchange in a collaborative and diverse team of trans activists;
- to implement their knowledge in shaping the future of the trans movement in Europe and Central Asia;
- to travel about 4 times a year, usually to Berlin, Germany, for live meetings of the TGEU Steering Committee and Staff (costs covered for meetings: travel, accommodation, food/per diems);
- to meet online with the Steering Committee about once per month;
- fully covered opportunities for training and attending conferences;
- to participate in the Council and General Assembly at the end of the term (2020) with all costs covered;

Ideal candidates for the **Steering Committee** should:

- be well-connected to trans communities in their regions and have been involved in trans organising on a local, national, regional or international level;
- be eager to represent and amplify the voices of the diverse trans communities in Europe and Central Asia;
- be willing to learn, unlearn and challenge normative narratives,
- have experience in being part of an activist group or leading this group;
- have an understanding of intersectional approaches
- be ready to dedicate up to 30 to 40 hours per month to TGEU, and participate in online-based and live meetings;
- be fluent in spoken and written English (does not have to be perfect, but good enough to do all the work in English, the working language of TGEU);
- have internet access and be comfortable with standard internet-based communication (regular online voice meetings, mailing-lists, emails and document sharing), support with using these tools can be provided;
- be able to travel abroad occasionally for meetings, and potentially for conferences (help with obtaining visas will be provided and travel costs, accommodation and food/per diems will be covered).

Ideal candidates for **Co-chair** should:

- have the expertise expected from members of the Steering Committee (see above)
- be able and willing to cooperate closely with the other Co-chair elected by the General Assembly and with the Executive Director,
- bring experience in coordination, facilitation, team leadership and support but also conflict management with an understanding of power dynamics and oppressive systems (support with becoming more familiar with some of these can be provided)
- lead the team towards intersectional practices
- have an understanding of a governing and leadership body's tasks,

- be well organised in one's own work and able to keep an overview of the organisation's and especially the Steering Committee's work, including planning processes,
- have a good understanding of the (human rights) situation that trans people across Europe and Central Asia face,
- preferably have experience in public speaking and representing.

Nomination Process

Candidates for the Steering Committee and candidates for one of the two Co-chair positions of TGEU should send the nomination form and a recent photo of yourself to candidacies@tgeu.org by **June 1, 2018**. If you need the nomination form in another format, please contact us at candidacies@tgeu.org.

All candidates can be presented prior to the General Assembly on TGEU's website with the full form, and with a printed summary and photo at the Council. Your personal contact data can be sent to the membership and printed at the Council, but not publically. Depending on the number of candidates, candidates may have the possibility to present themselves in person or via video to the membership during the 7th European Transgender Council in Antwerp prior to the elections. Elections take place during the General Assembly on Saturday, June 30, 2018.

Please respect that in order to give every candidate a fair chance regardless of their financial resources, the handing out of goodies or similar material by any candidate is not welcome.

The deadline for receiving nominations is **June 1, 2018**. Though candidates can still nominate themselves at the Council itself, we strongly encourage all candidates to meet the set deadline in order for your nomination to be mailed to the TGEU membership to give them time to familiarise themselves with the candidates.

TGEU is looking forward to receiving many qualified nominations!

Potential candidates in need of more information can contact TGEU via e-mail at candidacies@tgeu.org.