

## Board Recruitment Info Sheet

### About A4TE

Deeply rooted in the value of leadership by those with lived experience, Advocates for Trans Equality is seeking its first cohort of new board members.

Leveraging decades of experience on the frontlines of power, we shift government and society towards a future where we are no less than equal. A4TE was founded this year through the merger of the National Center for Transgender Equality (NCTE) and Transgender Legal Defense and Education Fund (TLDEF), two long-time champions for the trans community. A4TE builds on their successes to boldly imagine a world where trans people live their lives joyfully and without barriers.

Our policy experts, litigators, and community organizers work at all levels of government to ensure trans voices are not only heard, but embraced in rooms where they've long been ignored. As a trans-led nonprofit, we also help our community navigate the realities of law and policy through vital tools, knowledge, and services.

### Board Member Expectations

Board members play an important governance role within Advocates for Trans Equality that impacts A4TE's strategy and future growth. In partnership with the chief executive and senior leadership team, the Board role includes financial oversight, strategic direction, and assurance of legal compliance.

To satisfy these responsibilities, Board members are held to the following expectations:

- Actively participate in at least 4 out of 5 Board meetings per year. Of the five meetings, three are virtual and two will be held in person. Travel assistance can be provided for in-person meetings. 2025 Board meetings are scheduled as follows:
  - January 30, 2025 – Virtual Annual Board Meeting from 5:00 PM – 7:00 PM
  - March 27, 2025 – In Person in DC or NYC
  - June 19, 2025 – Virtual Board Meeting
  - September 2025 (date not yet set; will be in person scheduled based on the Pro Bono Dinner event)
  - November 13, 2025 Virtual Board Meeting
- Attend an annual, in-person retreat (either the March or September Board meeting)
- Participate fully on at least one standing committee.
- Make an annual personal contribution of a meaningful amount to you.

- Actively participate in fundraising.
- Maintain confidentiality on all internal affairs.
- Disclose any actual or perceived conflicts of interest.
- Ensure the Board and organization complies with all federal, state, local, and organizational legal requirements.
- Review and approve annual budgets, financial statements, audit reports, tax forms, and material business decisions.
- Leverage connections, networks, and resources to benefit Future Foundation.
- Contribute to the development of policies and strategic plans.
- Assist the CEO and Board Chair in identifying and recruiting new Board members.
- Participate in the appointment, support and evaluation of the chief executive.

Advocates for Trans Equality Board members serve a two-year term and are eligible for re-appointment for two additional terms. Members currently spend approximately 3 to 8 hours on Board service per month. Please note that Board members are volunteers and do not receive compensation.

## Preferred Qualifications

Based on our recent review of skills, connections, and lived experiences among current members, we are seeking new Board members who will help widen our breadth of skills, increase our community representation, and expand our capacity for special projects. For this reason, we especially encourage applications from those with experience in **fiscal oversight, governance, advocacy, and fundraising**; lived experience within **transgender, non-binary and queer communities**; and geographic representation from the **South, Southeast, and MidWest United States**.

While not mandatory, the following qualifications are highly preferred:

- Understanding of the movement for transgender equality, including awareness of precedent-setting litigation; current and recent legislative efforts; and ally and partner organizations within the movement.
- A deep commitment to A4TE's mission and vision.
- Strong interpersonal skills with an ability to cultivate relationships and build consensus among diverse individuals.
- Ability to participate in fundraising and advocacy efforts.
- Lived experience that has been impacted by the inequitable treatment of people who are transgender.
- Previous Board experience.

## Advocates for Trans Equality's Commitment to Board Members

Board Leadership and the CEO commit to:

- Being forthright and transparent in communications and reports.
- Providing agendas and reports with sufficient time for Board members to review before meetings.
- Holding organized, efficient, and effective meetings.
- Operating in a manner that enables Board members to meet the three legal duties of service: Loyalty, Care, and Obedience.
- Supporting Board members to meet their expectations by:
  - Offering a comprehensive onboarding process so new Board members understand A4TE's governance, programs, finance, and fundraising.
  - Ensuring Board members have access to additional training to develop needed skills (examples: fundraising, reading financial reports, etc.).
  - Providing fundraising opportunities and resources to ensure Board members can meet their give/get.

## Learn More

Interested candidates are invited to attend one of two optional Board Information Sessions that will provide you with additional information about Advocates for Trans Equality and Board service.

1. Virtual: Wednesday July 31 at 6:00 PM ET
  - Please RSVP for the in-person session [here](#) no later than midnight on Monday July 29.
2. Virtual: Monday August 5 at 8:30 PM ET
  - Please RSVP for the in-person session [here](#) no later than midnight on Thursday August 1.

## Application Process

All interested candidates must complete an [application](#) and share their resume by August 8, 2024.

Those selected as prospects for Board service will be asked to complete a 4-part Board orientation program before being appointed to the Board. Each session will be conducted via Zoom and will have approximately one hour of pre-work or follow-up activities. These sessions are designed to inform, inspire, and initiate new Board members so that they can be engaged from their very first Board meeting:

- A4TE Programs: Thursday September 12, 5:00 PM – 7:00 PM ET
- A4TE Board Governance: September 26, 5:00 PM – 7:00 PM ET

- A4TE Fundraising: October 17, 5:00 PM – 7:00 PM ET
- A4TE Finances: October 31, 5:00 PM – 7:00 PM ET

We will offer make-up sessions for those unable to attend sessions live.

Those interested in Board service or in nominating someone for Board service can contact email [boardrecruitment@a4te.org](mailto:boardrecruitment@a4te.org).

For more information, please visit Advocates for Trans Equality's [website](#).