Trans Pride Initiative Member Development Plan

**Participation Goals**

- Over 50% of members and the collective will be trans or non-cis.
- Over 50% of members and the collective will be persons of color.
- The teams and collective will be multigenerational.
- The teams and collective will include persons with diverse abilities.
- All voting will be on a consensus basis after Butler and Rothstein, 1987.

**Member Levels**

**Volunteers**

- Complete volunteer form (see below)
- Meet a TPI volunteer need

**Team Members**

- Volunteers must attend three meetings in three months to be considered for team membership.
- Any member can refer a volunteer for team membership.
- Team membership means committing to x hours per week/month of work for the team (use Team Member Commit Form).
- Team members will have a designated Team Leader to help develop their leadership skills.
- New team members should be paired with other team members as peers for information and debriefing if experiencing difficulties or triggering situations.
- Team Members have voting privileges for their team.
**Team Leaders**

- Team Members are referred for team leadership by Team Leaders and voted to their position by the entire team.
- Team Leaders are encouraged to rotate to a different team as a Team Member every two years if another leader is ready to take their place.

**Staff**

- Each team includes at least one staff member.
- Staff members have same voting power as other Team Members and Leaders.
- Staff should not serve as Team Leaders.

**Structure**

**Work Understanding**

**Organizational Culture**

- Every organization begins with an analysis of problems perceived, establishment of goals to address the problems, and development of a strategy to achieve the goals. This may be done intentionally, but often it is an unacknowledged part of organization creation.
- This gives each organization a unique cultural fingerprint. We recognize Trans Pride has its own organizational culture and fingerprint, and that other organizations have their own organizational cultures and fingerprints as well.
- Trans Pride acknowledges that efforts to bring organizations together or work together can infringe on organizational cultures. Thus teaming efforts should critically assess mutual benefit and acknowledge that not all organizational cultures will fit well together.

**Four Pillars of Social Justice Work**

- Trans Pride recognizes the four pillars of social justice work, and we will attempt to incorporate these in our organizational structure and how we carry out our mission.
• **Pillar of Awareness/Consciousness**—The use of public discourse to change broad social perceptions. This includes changing the perceptions and opinions of political leaders as well as the development of media events and media interaction.

• **Pillar of Policy**—Efforts to change administrative policy like legislation and regulations to improve lives and access to opportunities. Administrative policy work requires critical assessment of the pros and cons of any administrative change effort. Assessing changes should include concrete gains expected for the community, and benchmarks for evaluating whether those gains are met.

• **Pillar of Service**—Providing direct services such as housing and healthcare appointment accompaniment. Direct services should never be thought of as an end in themselves, but as a survival technique useful until oppressive systems are altered.

• **Pillar of Power**—Individual and community empowerment. This encompasses work to help develop and promote leaders, empower organizations doing social justice work, and build Trans Pride as a respected and knowledgeable voice in the community.

**Justice Education Team**

• **External Education Committee**—In charge of training for outside organizations.

• **Internal Empowerment Committee**—In charge of internal programs fostering learning in social justice work

**Action Team**

• In charge of direct services and direct actions. Will have committees addressing our areas of work plus one direct action committee that
advises and works with the other committees as needed. Each area may include coordination of work with the Justice Education Team.

- **Healthcare services**—Provides services related to healthcare such as doctor appointment accompaniment, management of the Trans Health Empowerment web site, and work with providers to improve intake forms and procedures.
- **Housing services**—Management of the Trans Shared Housing Program and future shelter services. Includes work with shelter providers to improve procedures.
- **Anti-Violence services**—Includes work to support survivors, safety work (support around safety issues for persons engaging in underground survival work), and NCAVP reporting.
- **Prison services**—Letter writing and advocacy for incarcerated trans persons.
- **Direct action**—Includes protests, demonstrations, and media events to draw attention to issues that need to be addressed.

**Movement Building Team**

- **Movement Coordination Committee**—Coordinates with other organizations, ideally by participating as members of the other organizations.
- **Recruitment Committee**—Works to recruit new volunteers and members.

**Fundraising Team**

- Works with community fundraising efforts and projects as well as limited grants.
- Focus on self-support and avoiding NPIC involvement, while acknowledging the latter is likely not possible.
- Responsibilities include careful assessment of funder pros and cons.

**Board**

- Required legal governance body.
- Develops and maintains a grievance policy and hears grievances.
- Approval of administrative decisions.

**Trans Pride Collective**

- The collective is formed by all Team Members, Team Leaders, and staff.
- Team Leaders and staff have voting privileges, but all in the collective contribute to discussion.
- Will need to develop a chart of what decisions are made at the collective level and what at the team level (see SRLP decision matrix as example).
The Consensus Process

Consensus Decision Process

Introduction

- Explain the consent process
- Present the proposal or idea
- Questions to clarify the proposal

Questions during the introduction are strictly confined to those that improve the understanding of what is proposed. Comments and concerns should be avoided here!

Level 1

- Group discussion
- Call for Consensus

The discussion should be very broad, including discussion of long-term effects, contribution to social justice work, and general problems.

Level 2

- List any concerns
- Group related concerns

Identify concerns

This level is for brainstorming, and concerns should be written down. Do not try to resolve or validate concerns; allow all a chance to air their concerns.

Level 3

- Resolve grouped concerns
- Call for Consensus
- Restate remaining concerns
- Questions to clarify the concerns
- Discussion: Limited to resolving one concern at a time
- Call for Consensus

Resolve concerns

Two-step process to address grouped concerns, then individual concerns.

Alternatives to consensus

Send to committee

Let the appropriate committee modify the proposal in light of discussion during the consensus process.

Stand aside

Allow the proposal to be adopted with the concerns documented as problems, becoming part of the proposal.

Declare a block

If any person feels the concerns are serious enough that they cannot stand aside, the proposal is blocked.
Trans Pride Initiative Volunteer Application

We appreciate your interest in volunteering with Trans Pride Initiative! We cannot do our work without the contribution of volunteers who help in many ways, from helping develop ideas that define our projects to doing the work that makes Trans Pride Initiative a substantive force and influence in the Dallas area. We also want you to get value from your time volunteering, including an understanding of social justice work, leadership training if you wish, and opportunities to improve the lives of trans and gender nonconforming person!

Please complete this application, then we will arrange to interview you. If accepted as a volunteer, you may be required to complete volunteer training. Please note that information in this application is available only to designated staff, members, and volunteers. Please also note that due to our changing needs, not all volunteers can be accepted immediately.

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<thead>
<tr>
<th>Date</th>
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<tbody>
<tr>
<td>First name</td>
<td>Last name</td>
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<tr>
<td>Legal name if different</td>
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<tr>
<td>Street address</td>
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<td>Cell phone</td>
<td>Email</td>
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<tr>
<td>Contact instructions (such as don’t contact at work, use legal name, do not leave message)</td>
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**Emergency contact**

<table>
<thead>
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<th>First name</th>
<th>Last name</th>
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<tr>
<td>Best contact (phone, email, both)</td>
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<tr>
<td>Relationship to you</td>
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<td>What volunteer work have you previously done?</td>
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Why do you want to volunteer with Trans Pride?

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Trans Pride Initiative Capacity Building Plan

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Please check the areas in which you have skills or previous experience:

- Teaching/Training
- Public speaking
- Web site development/maintenance
- General office work
- Fundraising
- Grant writing
- Computer data entry/validation
- Event planning
- Community organizing/relations
- Meeting facilitation
- Finances management
- Community organizing
- Complaint filing/followup
- Media/social media/press
- Research
- Writing (pen pal and general)
- Graphic design
- Photography, film, video
- Artworks, poetry, drawing, etc.
- Editing
- Other
- Other

Please check the areas in which you are interested in volunteering or gaining skills or experience:

- Teaching/Training
- Public speaking
- Web site development/maintenance
- General office work
- Fundraising
- Grant writing
- Computer data entry/validation
- Event planning
- Community organizing/relations
- Meeting facilitation
- Finances management
- Community organizing
- Complaint filing/followup
- Media/social media/press
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- Writing (pen pal and general)
- Graphic design
- Photography, film, video
- Artworks, poetry, drawing, etc.
- Editing
- Other
- Other

Do you have any specific goals you would like to accomplish by volunteering?

What times are you generally able to volunteer?

- Morning
- Afternoon
- Evening
- Weekly
- Monthly
- Special Events only