**Investment Memorandum**

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| **Internal Information:** | | **Information on Suggested Grant** | |
| **Portfolio area:** | Multidisciplinary—Social and Welfare | **Organization name:** | Friends of Tel Aviv University |
| **Sub-Portfolio area:** | LGBTQ | **Grant amount:** | $70,000 / NIS 220,500 (per exchange rate of 3.15 NIS/$) |
| **Project title:** | The Mentoring Program for Transgender Women | **% Of SFPI from project budget:** | 36% |
| **Project lead:** | Yael Zur | **Term:** | Two years |
| **Track:** Portfolio Area | | | |
| **Sub Track:** Below $100K and grant renewal | | | |

1. **Summary and Recommendation:**

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| **Introduction** |
| A two-year grant of $35,000 per year will support the mentoring program for transgender women that operates under the umbrella of Tel Aviv University’s School of Social Work. |
| **SFPI Goals** |
| Since we do not have an LGBTQ strategy, we do not have specific SFPI goals beyond involvement in the field. This program interests us as it is the only program in Israel in which transgender women mentor younger transgender women and serve as role models for them, in contrast to programs where younger transgendered women are mentored by individuals who are not transgender women. |
| **Project Goals** |
| 1. Empower and strengthen young transgender women through university studies and foster them as role models who will subsequently support other young transgender women who face complex life experiences. 2. Train social workers to improve and upgrade work with young transgender women. |
| **Success and Failure** |
| The program’s goals are straightforward. Therefore, this section is not relevant. |

1. **The Project:**

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| **Project Description:** |
| The mentoring program for transgender women (ages 18 and over) aims to enable the program’s graduates (the mentors) to serve as role models and assist and support transgender youth and young women at the beginning of their careers.  For 20 weeks (two semesters), the participants meet at the School of Social Work at Tel Aviv University for training sessions that include theoretical and experiential studies and skill acquisition. Alongside their academic studies, each participant takes part in a small group that allows them to explore their self-perception, family perception, and social perception; improve interpersonal communication skills; increase sensitivity to others and self-awareness; and practice receiving and giving feedback. The third semester (10 additional weeks) is devoted to an internship, in which participants join practical training in social work and receive payment for their work. During and after the program, participants and receive individual and group guidance.  We recommend changing our funding from one to two years but keeping it at the same funding level of $35,000 per year, so we can support the organization's capacity-building work and follow our internal decision to plan more multi-year grants when possible. |
| **Project Budget (Sources and Uses):** |

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| **Expenses** | | | | | | |
| **Staff** | **Details** | | **Nov 21 – Oct 22** | | **Nov 22 – Oct 23** | **Total** |
| Program coordinator | 50% FTE position | | $26,687 | | $26,687 | $53,374 |
| Alumni unit coordinator | 25% FTE position | | $13,343 | | $13,343 | $26,686 |
| TAU administrative staff | 5% FTE | | $2,002 | | $2,002 | $4,004 |
| **Total** |  | | **$42,032** | | **$42,032** | **$84,064** |
| **Income** | | | | | | |
| **Source** | | **Amount** | | **Budget item funds are directed to** | | |
| Schusterman Philanthropies—Israel | | $70,000 ($35,000 per year) | | Program coordinator and a part of the alumni unit coordinator | | |
| Anonymous | | $4,004 | | TAU administrative costs | | |
| Anonymous | | $16,626 | | Remaining part of the alumni coordinator position | | |
| **Total** | | **$84,064** | |  | | |

1. **Measurement and Evaluation:**

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| **Highlights** |
| The program’s measurable goals are as follows:   1. Fifteen participants begin the program, and 10 graduate. The participants maintain an attendance rate of 80% throughout the program. 2. 50 alumni serve as mentors, 20 beneficiaries receive guidance and support from a program alumnus through the internship. 3. Program participants report that it was meaningful to them and relevant to their lives. 4. Seven participants take part in the internship, and 5 complete it. They attest that the internship contributed to them in at least one of the following dimensions: emotional, employment, serving as an affiliation group. 5. The organizations (in which the internship is conducted) will report that the interns contributed to the advancement of their work. 6. The alumni coordinator contacts all graduates at least three times a year. 7. A graduate from the January 2022 cohort is recruited to serve as an alumnus mentor working at the program. |

1. **The Organization:**

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| **About the Organization\*** | | | | | | | |
| The Mentoring Program for Transgender Women is premised on the idea that women who have endured complex life situations can communicate with young women and girls in similar situations on an equal footing and provide hope by demonstrating that change is possible. It also recognizes the unique ability of transgender women to better understand others going through gender transition processes and train them to serve as mentors, with various skills, and in other ways, while empowering them.  The year 2022 will be the program’s sixth year of operation. The transgender community perceives this milestone as an essential opportunity for transgender women and an important anchor in the community. Social workers who work with the community view the program as essential in providing young transgender women with guidance from those who have undergone similar experiences unique to them and in serving as a bridge between mental health professionals and the community.  The program was established by Prof. Miriam Golan, based on her research and experience in training social workers and working with young women at risk. Prof. Golan is still involved in the program and manages a team of three employees. The program is supported by Tel Aviv University. | | | | | | | |
| **Organization Budget and Sources** | | | | | | | |
| Since this is a general operating grant, the budget detailed under “Project Budget” is the same as the organization budget. Therefore, see the budget mentioned above (for years 2022–2023). | | | | | | | |
|  | | Past Year | Year 1 | | Year 2 | | Year 3 |
| Organization Budget | |  |  | |  | |  |
| Philanthropic Income | |  |  | |  | |  |
| Government/Municipal Income | |  |  | |  | |  |
| Self-Generated Income | |  |  | |  | |  |
| **Main Funders of the Organization** | | | | | | | |
| Funder Name | Amount (In USD) | | | Status (Requested/Anticipated/Committed) | | Type (Project specific (name of project)/General funding) | |
| Tel Aviv University is prohibited by law to disclose any information regarding its donors. | | | | | | | |
| **Additional Inputs** | | | | | | | |
| None. | | | | | | | |

1. **Previous Grants:**

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| **Previous Grants from SFPI (Pulled from Fluxx)** | | |
| Project Name | Grant Approved Year | Total Funding in USD |
| The Mentoring Program for Transgender Women | 2020 | $35,000 |