

Call for fellowship applications.
Rapporteurship on the Rights of LGBTI Persons
period 2024-2025
Inter-American Commission on Human Rights

This fellowship is offered thanks to the support of Arcus Foundation
(subject to the availability of funding)

1. General Objective:

1.1 The main goal of this fellowship is to train and offer the opportunity to early-career professional citizens of OAS Member States to learn about the protection mechanisms of the Inter-American human rights system regarding the rights of lesbian, gay, bisexual, trans, non-binary, gender-diverse, and intersex persons and efficiently apply them in their work.

With this experience, the fellow must commit to work in their country of origin for a minimum of 2 years for the promotion and recognition of the human rights of LGBTI persons.

2. Term/Duration:

2.1 The fellowship term will be 11.5 months.

2.2 Fellowship expected start and end dates are: October 15th, 2024, to September 30th, 2024. Dates may be postponed depending on the duration of the selection process.

3. Modality:

3.1 Remote work with full dedication.

4. Eligibility requirements:

- a) Citizenship and residence at the time of application in one of the following OAS Member States*: Antigua and Barbuda; Bahamas; Barbados; Belize; Costa Rica; Dominica; Dominican Republic; El Salvador; Grenada; Guatemala; Guyana; Haiti; Honduras; Jamaica; Panama; Mexico; Saint Kitts and Nevis; Saint Lucia; Saint Vincent and the Grenadines; Suriname; Trinidad and Tobago.
- b) Hold a professional degree in the areas of Law, Political Science, International Relations, or another Social Science, from an officially accredited university.
- c) Have received their first university degree within the last seven years.
- d) Demonstrable professional, university or volunteering experience in the area of human rights.
- e) Fluency in English. A second official language of the OAS is an advantage.
- f) To have the necessary technological equipment and services to carry out remote work, including a stable Internet connection that allows for video calls.
- g) Submit a legal essay (maximum 4 pages), written in English not edited by another person on a topic concerning the human rights of LGBTI persons that interests the applicant (cover page and bibliography are not required) and;
- h) **Indispensable:** the fellow will be required to carry out work in their country of origin after the end of the fellowship for a minimum of 2 years from the end of the program. The fellow must submit a written proposal of how they will continue their work in the field of human rights of LGBTI persons in their home country after the fellowship experience. Likewise, by accepting to participate in the program, the Fellow agrees to participate in at least one annual meeting with the Rapporteurship team, the ES/IACHR and the donor of the project to learn about the results of their work during the post-fellowship period, for up to two years.

*Required due to the fellowship sponsor's policy.

5. Duties and expected results:

5.1 The fellow will support the work of the Rapporteurship on the Rights of Lesbian, Gay, Bisexual, Trans and Intersex (LGBTI) Persons of the ES/IACHR, under the supervision of its specialists during the period of the fellowship; and at the conclusion of the fellowship, will submit to the ES/IACHR a detailed report on the activities carried out and future plans to continue human rights in their country of origin.

5.2 The fellow will be responsible for the following duties:

- a) Research and analysis concerning the situation of the rights of LGBTI persons and preparation of reports and memos.
- b) Support the preparation of annual, thematic, and country reports, regarding the situation of the human rights of LGBTI persons.
- c) Support the IACHR Executive Secretariat team in the processing of petitions, cases and requests for precautionary measures related to the rights of LGBTI persons.
- d) Preparation of summaries and other documents for hearings, working meetings, and visits of the ES/IACHR related to the human rights of LGBTI persons.
- e) Support the drafting of press releases or social media content related to the rights of LGBTI persons

- f) Collaborating in initiatives to promote and disseminate the Inter-American human rights system, the Inter-American standards regarding the human rights of LGBTI persons and the work of the Rapporteurship on the Rights of LGBTI Persons.
- g) Participating in meetings with actors from government, civil society and international human rights bodies.
- h) Participate and guide at least one training process.
- i) Monitoring and registering information about the situation of LGBTI persons' rights in the region.
- j) Updating of the IACHR website regarding the work of the Rapporteurship on the Rights of LGBTI Persons.
- k) Writing a mid-term and a final report of activities.
- l) Writing a proposal on plans to continue human rights work in their country of origin.
- m) Other assigned activities related to the subject of the fellowship.

5.3 The fellow must commit to an evaluation of work and performance after 3 and 6 months to evaluate if the goals of the fellowship program are being achieved satisfactorily, and then again at 11 months to work on future plans and career progression.

6. Benefits:

6.1 The IACHR provides a stipend of US\$3,200.00 per month for the duration of the fellowship. With this stipend, the fellowship recipient is responsible and required to purchase health coverage of their choice for the duration of the fellowship, and must formally accredit the purchase to the Executive Secretariat of the IACHR.

6.2 The fellow will be responsible for any costs or additional tax to those that take place in their country of origin, as well as bank fees for the transfer of funds.

6.3 Round trip air tickets, economy class, from the place of residence of the fellow and up to 5 days of per diem to attend an in-person period of sessions of the IACHR.

6.4 The IACHR will grant a certificate of participation in the program after successfully completing the full term of the Fellowship.

7. Application process:

7.1. Applications must be received no later than September 20, 2024 by 11:59pm in Washington, DC (GMT-5) using the official form.

7.2. Incomplete applications and/or received after the deadline will not be considered.

7.3. The following documents are required during the application process and are mandatory for the application to be considered:

- a) Cover letter explaining the applicant's interest in the fellowship (1-2 pages);
- b) Two letters of recommendation (academic or professional);
- c) *Curriculum vitae* (including relevant volunteering experience);

- d) Certificate accrediting English as second language, if applicable (if not available or applicable attach an explanatory note);
- e) Copy of first professional degree issued within the last 7 years.
- f) Legal essay, written in English and of up to four pages, not edited by another person, on a topic about the human rights of LGBTI persons that is of interest to the applicant and with relevant use of the Inter-American human rights standards. Note that any format may be used, cover page and bibliography are not required.
- g) Written essay or proposal about how the fellowship experience can contribute to their professional development and contribute to the promotion of the human rights of LGBTI persons, including plans of how the fellow will continue their work in the field of human rights of LGBTI persons in their home country after the fellowship experience (between 2 – 4 pages).

7.4 All supporting documents required for the fellowship -with the exception of the essay- may be submitted in English, Spanish, French or Portuguese.

7.5 Only simple copies of the original documents are required. There is no need to translate or legalize them.

7.6 Letters should be addressed in general to the INTER-AMERICAN COMMISSION ON HUMAN RIGHTS.

7.7 The start of the fellowship is subjected to the availability of funds.

7.8 All applications must be submitted using the official form via [this link](#).

8. Selection process:

8.1 Applicants who meet the requirements will be evaluated according to standardized criteria and in accordance with the provisions of these Terms of Reference, particularly regarding desirable competencies and skills.

8.2 The IACHR will decide on a short list of applicants, of no more than 10, who shall be invited for a competency evaluation and/or an interview by videoconference to be held approximately two weeks after the closing of the call for applications.

8.3 After the interviews stage, the selected person will be notified. All applicants will be informed via email once the selection process is closed.

8.4 Given the large number of applications usually received, the IACHR cannot provide individual feedback on the selection process.

8.5 The IACHR is responsible for interpreting the rules established in these Terms of Reference and for making the final decision as to the person selected for the Fellowship.

9. Responsibilities of the person selected to initiate the fellowship:

9.1. The selected fellow must formally accept the fellowship, in writing, indicating to the Inter-American Commission on Human Rights that they are fully available to begin the fellowship remotely, with full-time dedication.

9.2. Before the start of activities, the fellow will sign a term of commitment with the IACHR, and the rules provided in this term of reference are an integral part of the term of commitment.

9.3. It is the responsibility of the selected person to have the technological means necessary to begin the fellowship remotely on the date established by the IACHR.

9.4 If the fellowship has been accepted, but for any justifiable reason cannot be completed, the Inter-American Commission on Human Rights must be notified immediately so that it can decide on the appropriate actions and make the necessary arrangements.

9.5 In case of resignation of the fellowship after the program has begun, without presenting sufficient evidence of the cause to the ES/IACHR, the ES/IACHR must be reimbursed for all expenses incurred on the person.

For more information contact: CIDHMonitoreo@oas.org

This professional fellowship is supported by Arcus Foundation.

The IACHR is fully committed to equal employment opportunities, based on individual merit, without discrimination to any applicant based on ethnic-racial origin, gender, disability, marital status, family status, religion, age, sexual orientation, gender identity and expression, sex characteristics, among others.