The Federation of International Gender and Human Rights
FIGHR Action Community Engagement (FACE) Program - *Active Membership Framework*

Core Principle:

Membership is **earned, verified, and renewed through action**.
No passive memberships. No "name-only" affiliates.

I. Universal Membership Terms (*Applies to ALL Levels***)**

Every member must:

1. **Submit Verification at Registration**
    - Proof of *relevant engagement* (one required):
        - Resume/CV highlighting advocacy, research, policy, education, or service
        - Two (2) organizational affiliation letters of reference (Business, Academic or Governmental only)
        - Portfolio of work (5 -7 published articles, programs, campaigns, testimony, curricula)
        - Community service/volunteer log (minimum 20 hours in past 12 months)
2. **Complete the Federation FACE Membership process**
    - Sign the FACE Application, FACE Charter and Behavior and Ethics Compliance Form
    - Sign FACE Commitment Statement on Gender equity, human rights law, non-discrimination, and ethical conduct practice
    - Sign FACE Agreement Statement to trauma-informed, survivor-centered engagement
    - Interview with FACE Review Committee for acceptance or deferment due to experience.
3. **Participate Annually**
    - Minimum participation hours required per tier; with exemptions for career applicants.
    - Attendance to (at least) **one FIGHR convening or working session per year**
4. **Annual Renewal Review**
    - Short impact statement with annual body of work included
    - Updated verification of participation and session performance review

FACE Universal Membership Terms

Tier	Level	Annual Fee	For	Requirements	Privileges
Associate	Entry Learning/Support	$75-125	- Students - Early career advocates -Supporters transitioning into the field	- Statement of intent (500 words) - Two reference OR proof of HHU enrollment/service **- 30 hours/year** in Trainings (webinars, event support, research assistance)	- Access to Federation trainings & briefings - Digital member badge - Eligibility to advance after 12 months
Professional	Practitioner/Contributor	$200-$275	- Doctoral Graduates	- CV or professional bio	- Full voting rights - Committee

			- Educators - Lawyers - SW Clinicians - H/R Advocates - NGO staff - Policy Professionals	- Proof of active or recent field engagement In G/HR directly **45 hours/year** in FIGHR trainings or G/HR Committee work, Program delivery, Research or Policy Drafting	eligibility - Priority access to conferences & fellowships
Fellow	Leadership/ Programmatic	$500-$650	- Program leads - Campaign strategists -Researchers and trainers	- Portfolio review - Two professional references - Interview and FIGHR committee approval **50 hours/year** leading a FIGHR working group or Deliver G/HR training /publish research /mentor associates	-Leadership voting rights in FACE -Eligibility to chair committees -Speaking and representation opportunities in Federation - Letter of endorsement upon request
Senior Fellow	Governance/Strategic Leadership	$1,000-$1,200	- Established leaders - Legal scholars - Policy architects - Organizational executives	- Invitation or nomination - FIGHR Governance review - Demonstrated national or international impact **60 hours/year** In FIGHR working group or Foreign Policy Council meetings, Policy/legislative sign-offs or Strategic committee advisory roles	- Board-adjacent governance authority - FIGHR Oversight committee of initiatives and commissions - Public recognition as FIGHR leadership - Role in approving new institutional members
Corporate	Organizations, Universities, NGOs, Faith or Civic Bodies	$3,500- $5,000	- Proof of incorporation - DEI / Human Rights policy enforcement work - Corporation alignment with FIGHR/FACE mission	- Designated liaison from corporation **- Minimum 75/Hours/year** or Joint FIGHR programming - FIGHR/HHU Research collaboration	- Co-branding in marketing opportunities - Seat at Domestic and international FIGHR institutional roundtables - Role in approving new institutional members Listed in all Federation events

III. Participation Tracking & Verification System

- **Member Responsibility**
  - Logged hours
  - Event attendance
  - Deliverables uploaded
- **Biannual Attestations**
  - Self-reported + supervisor/committee validation
- **Impact Ledger**
  - Each member has a visible (internal) participation record (for audit purposes)

Failure to meet participation requirements = **probation or non-renewal**, not automatic continuation.

IV. Advancement & Integrity Controls

- Members may **apply to move up tiers annually**
- Advancement requires:
  - Completed participation hours
  - Positive peer or committee review
- No honorary titles without work
- No lifetime memberships

V. Why This Model Works (Forward-Looking)

- Filters out performative affiliation
- Builds a **verified ecosystem of doers**
- Creates leadership pipelines, not silos
- Protects the Federation's credibility globally
- Aligns naturally with UN, city, and philanthropic partners