

Dear WPATH Members

WPATH has had a flurry of activity and announcements around many other issues over the past several months. Our committees have been working diligently and making good headway on both our educational programs and our optional member certification process. Please read on for a progress report including both a history (in a timeline format) and an update about WPATH's Global Education Initiative (GEI).

GEI Timeline and Upcoming Activities

Background

February 2013

The WPATH Board of Directors approved a strategic plan based on the Association's mission, vision and guiding principles. The Global Education Initiative (GEI) was created to carry out the activities under WPATH'S Strategic Direction Item Three, which was to Educate and Train. The vision of GEI was to develop a global education network to improve access to care for transgender and gender diverse individuals globally.

April 2013

1st GEI Training takes place in conjunction with Kaiser Southern California, Los Angeles. An initial framework was developed for a day long training for mental health professionals focusing on interdisciplinary care. Trainers included WPATH EC and 1 member from Kaiser trans health leadership. Trainers represented mental health, law, endocrinology and surgery.

Although it wasn't labeled GEI at the time, the same team had taken their talks to Cuba at the invitation of Mariela Castro, and presented on WPATH's work. It was the beginning of our interdisciplinary training team model still used today.

February 2014

In conjunction with the WPATH Symposium, a GEI International Consensus Meeting was held in Bangkok with 30 people in attendance from around the world to discuss educational needs in their various regions. Three primary areas were agreed upon: mental health, medical treatment, and legal and human rights, all including cultural humility.

July 2014

A GEI Steering Committee, composed of education experts, held two conference calls to further define the educational needs and discuss a potential infrastructure. This group agreed on piloting in-person training opportunities geared towards medical and mental health coordinated care teams. Our Best Practices training course series would be rooted in the Standards of Care. In addition to hopefully meeting the educational needs of the participants, these live programs would give us the opportunity to gather feedback across various regions, disciplines and levels of experience to create a robust educational program. These training opportunities would take the form of small courses or as collaborative programs with institutions, beginning in the United States where most of our volunteer and staffing resources are located.

May 2015

WPATH transitioned the office to a professional association management company under WPATH's Strategic Direction Item Four to provide increased infrastructure to the organization and to be able to start running the pilot programs and advise on implementation of our strategic plan. Three steps were identified based on information collected during the needs assessment and through communications coming into the office from the general public

and through our member listserv. Many requested training and identified WPATH as the organization best qualified to provide it.

1. There was a great need for education and increased access to care globally.
2. We needed to develop global core competencies for healthcare provider training.
3. An optional member certification program should be developed based on SOC7. Certification is meant to reward those who wish to complete the extensive training and feel it would be a benefit in their region and practice setting to signify to the community that they are a WPATH member, that they have been through a rigorous WPATH SOC7 educational training curriculum, and that they continue to stay on top of evidence in the field.

In many cases, education program development would start with outlining competencies, followed by developing the certification process and then to start training toward that certification. Several of our members had already done research with providers and community members exploring the need for training and had presented and published on the subject. With the media surge in 2015 and the numerous requests by the membership, the need to increase access to competent care through training was immediate.

Since the typical certification or competencies development project timeline within nonprofits averages one to two years each, the decision was made to move forward on all three tasks simultaneously rather than wait for the processes to be developed before beginning to offer training.

November 2015

The first GEI CME/CE training course was held in Chicago with 230 attendees.

We took the feedback from this course and incorporated it into the training curriculum prior to holding the second course in Atlanta. Implementing improvements as we progressed has been an ongoing process that continues today.

December 2015

We consulted with the Center for Credentialing Education, a non-profit certifying organization, for guidance in our development of the program. While their estimate was it would cost more than \$100,000 for them to develop the program for us, they were able to give us some direction based on their expertise.

January 2016

We began working on creating the educational core competencies from the US region that would then be compared and contrasted with other regions with the goal of having a common set of competencies globally.

Second Training course held with 200 people in attendance, with modified content based on feedback from Chicago attendees. **Collaboration with THEA to hold first WPATH Town Hall in Atlanta.**

March 2016

PATHs Appoint Representatives to Core Competencies Committee

Each regional areas/PATH was asked to appoint two to three members with experience in content as well as educational competency development, to take part in a working group creating global educational domains and core competencies. This will enable us to provide top-quality trans health educational programming that is globally consistent based on the current version of the Standards of Care. At the same time, these competencies will allow for cultural diversity and systematic differences within each region.

GEI collaborates with Burrell Behavioral Health on Foundations Course in Springfield MO, second Town Hall is held in collaborations with THEA 80 community members attend.

April -May 2016

The Global Core Competencies group worked by phone, email and Skype to prepare for a full day working group meeting in Amsterdam in conjunction with the WPATH Symposium.

June 2016

The Global Core Competencies Subcommittee met and subsequently their work was presented to all interested attendees as part of the WPATH Symposium. Sub-committee participants hailed from Australia, Belgium, Canada, China, Dominican Republic, Iran, Germany, Japan, Thailand, Russia, and the USA.

July 2016

GEI collaborates with our JPATH colleagues and the American Psychological Association to put on a full day training for 60 local Mental Health providers as a pre-course at the International College of Psychology Symposium. Presentations were given in both Japanese and in English with live translation by one of our course directors.

September 2016

First GEI Advanced Courses in Medicine and Mental Health are held concurrently with Foundations course in conjunction with the Southern Comfort Conference in Ft. Lauderdale, Florida.

Core Competencies Draft completed. Continued efforts via email, the work of the US GEI Committee and the Global Core Competencies Subcommittee were synthesized and reviewed by three external educational competencies experts and we had consensus on a domain structure and core competencies to begin comparing to our training materials.

October 2016

The First Surgical Cadaver Lab Training was held for 30 surgeons at Weiss Hospital in Chicago. In collaboration with the American Society of Plastic Surgeons Footage from that course was captured and used during an online introductory training program geared towards surgical professionals.

November 2016

GEI Collaboration with the American Society of Plastic Surgeons developing and delivering an online CME course for surgeons.

December 2016

Training was held near Washington DC (Arlington, VA) with **a special focus on military healthcare providers.**

By the end of 2016 we had held 8 live CME/CE training courses, including a surgical cadaver lab in the states and one-day courses in Japan and Amsterdam, attended by **a total of more than 1200 providers in the first year.**

January 2017

In addition to offering all our courses and workshops, and collaborating on a surgical anatomy pre-course, our GEI committee convened two consensus meetings at the USPATH conference.

- **Surgical Certification Committee** made up of WPATH/American Society of Gender Surgeons met and began discussions on how to train surgeons, fellowships, and certification. The WPATH-endorsed manuscript on surgical education authored by GEI leaders Stan Monstrey and Loren Schechter and published later in the year in JSM was used to guide the discussion.

A separate meeting was also held with the Mount Sinai Team regarding our first live surgical course to be held in April 2018.

- **The Certification Exam Vetting Sub Committee** of “grandparenting” members took the first draft of the Foundations exam based on SOC7 via an audience response system, to vet the questions that had been written by volunteer members. The scores were lower than the 90% bar set and the questions would have to be reworked and re-vetted.

- **Additional feedback** regarding training was collected from USPATH attendees via interest forms and in the listening room at the USPATH conference.

February 2017

Resource Projects begin

- Editing and Standardization of the GEI slide project begins
- GEI Documentation Templates tool kit update project begins

March 2017

University partnership pilot. Another GEI course series was done in collaboration with the University of Minnesota to pilot a train-the-trainer model for institutional settings. This will allow us to move forward with institutional partners when setting our future meeting calendars.

April 2017

EPATH appoints two representatives to the GEI committee and discussions begin around how to develop training programs in Europe.

May 2017

A one-day surgical-center pilot course was held for ancillary staff at a medical center proceeding a surgical lab in Chicago.

We surpass 1600 total attendees at our training courses in the first 16 months.

WPATH Lecture at the World Association for Sexual Health Conference in Prague, Czech Republic was delivered inviting potential partners in GEI.

June 2017

The exam questions were reviewed, revised, rewritten and resent to the vetting committee, along with additional new questions. The vetting committee took the open book test electronically, as it will be given once finalized. The scores were much closer to our 90% target but more work was still to be done.

Course collaboration discussions

- **Naval Medical Center-** Opportunity to bring Foundations course to train military providers course to be held in September (this course was scheduled and then ultimately canceled due to the policy direction of the new administration in the United States).
- **Dominican Republic** – planning a potential GEI course and Train-the-Trainers program in Spring 2018, along with joining the local team in community outreach work.

July 2017

Mapping to Core Competencies. All the exam questions were mapped to our four Core Competency Domains of Clinical Knowledge, Care Giver / Care Receiver Relationship, Interdisciplinary Practice and Professional Responsibility. It was determined that additional questions should be added to the exam to balance out the questions and ensure testing was done in all competency areas. Volunteers were sought from among our vetting committee to write the additional new questions.

Surgical Training A Press release was done regarding GEI 's surgical training and collaborations with other association and institutions. After collaborating with the American Society of Plastic Surgeons on a web-based training course that is still available on demand, WPATH was invited to hold a Joint Session on Transgender Surgery at the ASPS October Annual Meeting. We have held several programs in partnership with Weiss Hospital, collaboration on an anatomy lab with University of California in Los Angeles and we are collaborating with the

American Society of Gender Surgeons and Mount Sinai Hospital on WPATH's first Live Surgery Conference to be held in New York in April 2018.

August 2017

Mapping and editing of the New Questions begins.

WPATH GEI participates in Transgender Health Lecture at the International AIDS Society Meeting in Paris inviting potential partners in training.

WPATH GEI was represented at the Western Section of the American Urological Association Meeting in Vancouver.

Collaboration is currently being discussed with a volunteer from American Medical Student Association on a project for Medical Student Curriculum based on our Core Competencies.

Upcoming Activities September – December 2017

A new website is being developed over the next few months, which will include a GEI area and expanded resources information for healthcare providers, institutional staff, and consumers. This website will be designed to house our GEI course materials for reference for all who have gone through the training program and eventually for e-learning modules, video training, and webinars.

2018 Course Calendar and Call for Institutional Co-Sponsors. WPATH GEI will actively seek partnerships with organizations to further our collective goals, providing training and education based on the SOC7 that improves cultural and clinical competence. We will hold an open call for proposals from Universities or Health Systems looking to hold a GEI Best Practices Training in their city and collaborate with through our train-the-trainer format. Watch for more information soon.

Activities Specific to Certification September – December 2017

Our Mentoring Program will be finalized and an open call for mentors will be available to all "grandparent" members in October, with the mentors onboarded, trained, and ready to begin mentoring members seeking certification after the first of the year. A virtual tele-mentoring group program is also in development as an option to assist members in fulfilling the requirements of our certification program.

The Certification Exam will be vetted one more time with newly added questions that round out the competencies. The exam will be ready for those who are "grandparenting" to take by the end of the year, and early in the year for those going through the regular process.

Applicant files will be confirmed and all past course attendees contacted regarding status of certification. Login information will be created for the new website, and course materials will be loaded for reference.

We are very appreciative of the contributions of more than 75 volunteer members who have been involved in this process. Within the last two years we have:

- Delivered 14 courses, training 1800 people
- Developed and utilized a set of Core Competencies with global application for all educational projects
- Developed a certification process in both Medical and Mental Health for our members

TRANSGENDER HEALTH: BEST PRACTICES IN MEDICAL AND MENTAL HEALTH CARE CALENDAR

Our Best Practices training course series is rooted in the Standards of Care. As the core of our certification program the courses have been and continue to be provided in an interdisciplinary, interactive live format providing ample opportunity for networking and building referral systems. Our course schedule to date is:

2015

November in Chicago, IL

2016

January in Atlanta, GA

March in Springfield, Missouri; co-sponsored by Burrell Behavioral Health Center

July in Yokohama, Japan with the International Congress of Psychology

June in Amsterdam with EPATH

September in Ft. Lauderdale, Florida with the Southern Comfort Conference

October in Chicago Surgical Course Weiss Hospital

December in Arlington, VA

2017

January 30 - February 1 in Los Angeles, California

March 30 - April 1 in Minneapolis, Minnesota

May 18- 20 in Chicago, Surgical Course Weiss Hospital

October 7th in Chicago approved elective with Howard Brown Health at Midwest LGBT Health Summit

October 10th in Florida, WPATH Joint Session on Transgender Surgery

October 20-22 in Columbus, Ohio with the Transforming Care Conference & Nationwide Children's Hospital

2018

April 27-29 in New York with Mount Sinai, Surgical Course

August 17 – 19 in New Canaan, CT with Silver Hill Hospital

September 7 – 9 in Portland, OR with OHSU

September 14 – 16 in Cincinnati, OH with Children's Hospital

September 21 – 23 in Palm Springs, CA with Eisenhower Health

November 2 -3 in Buenos Aires, Argentina at the WPATH 25th Scientific Symposium

In keeping with WPATH Global mission, we have done GEI presentations in Asia - initially in Bangkok at the 1st WPATH conference outside of WENA and later in Japan in partnership with JPATH. The JPATH all day training was modeled after our very first GEI training partnership with Kaiser, although this time we partnered with JPATH and offered translation services. We held global meetings on the ground with international education experts in both Bangkok and Amsterdam and have consulted remotely with teams from the Middle East, Europe and the Caribbean to further our mission of increasing global access. Our steering committee is international as is our competency team of experts. We have also partnered with EPATH on programming and now have local GEI team leaders in EPATH. Future projects are planned in South America and Asia. We have begun to incorporate technology in our training programs both through translations and remote participation and we will continue to do so as the opportunities and resources allow.

