

Dear Friends,

In the previous HBIGDA-Update (January 15<sup>th</sup> 2006), we promised to give you a digest of our Strategic Planning Meeting held January 28<sup>th</sup> and 29<sup>th</sup> in New-York City at **The Gay Center**.

Here it is.

The HBIGDA Executive Committee, Board, and Committee Chairs were invited to this meeting, and all but a few members were able to attend. Those present included : **Stan Monstrey (President), Walter Meyer (Past-President), Steven Whittle (President-Elect and Chair, Membership and Website Committee), Eli Coleman (Former Past President and Chair, SOC Revision Committee), George Brown (Board Member), Michael Brownstein (Board Member, Chair, Ethics Committee), Jamison Green (Board Member, Chair Advocacy & Liaison Committee), Walter Bockting (Board Member), Peggy Cohen-Kettenis (Board Member), Randi Ettner (Board Member, Chair, 20<sup>th</sup> Symposium Local Organizing Committee), Alyson Meiselman (Chair, Legal Issues Committee), Christina Merrigiola (Board Member), Bean Robinson (Executive Director) and Griet De Cuypere (Secretary-Treasurer).**

Stan Monstrey opened the meeting with a welcome and explained that the main purpose of this meeting was to redefine the mission of our organization and to develop strategic goals for the future. Eli Coleman was appointed as meeting facilitator and defined the goals for the weekend as follows:

1. Conducting a SWOT (Strength, Weakness, Opportunities, Threats) analysis.
2. Developing a vision statement.
3. Developing a mission statement.
4. Establishing goals, strategies, activities and tasks which should be specific, measurable, acceptable and realistic.

We started with the SWOT analysis which identified strengths, weaknesses, opportunities, and threats. :

#### **Strengths**

- Multidisciplinary/ all specialities involved
- Authority and reputation of the SOC
- International membership and character of our organization
- Longevity/history

#### **Weaknesses**

- Lack of vision/position
- A need for the active participation of new members

#### **Opportunities**

- Expand visibility
- Acceptance of SOC by World Health Organization (WHO)
- Networking, increase scientific knowledge about gender identity, identify needs for future research

#### **Potential threats**

- Irrelevancy
- Lack of clarity about the benefits of HBIGDA membership
- Lack of research data to support SOC
- Impression that SOC impedes access to 'on demand' care
- Malignant members who infiltrate HBIGDA in order to undermine it

The vision statement was written by dividing meeting participants into 3 separate groups. The resulting vision statements were then combined into one best representing group consensus as to HBIGDA's mission:

**"The vision of HBIGDA is to expand its worldwide authority by promoting education, advocacy, training, research, quality health care and best practice standards for service providers and policy makers regarding gender variant individuals".**

A similar process created the new mission statement:

**"As an international multidisciplinary professional Association, the mission of HBIGDA is to promote evidence-based care, education, research, advocacy, public policy and respect in transgender health".**

Discussion then centered on the need to change the name of the Association to better reflect these new directions.

- Gender Dysphoria was deleted and replaced by Transgender Health
- The Harry Benjamin name was eliminated.

Several different names were discussed but the following name was selected by group consensus (after determining this domain name on the web is not taken):

### **World Professional Association for Transgender Health (WPATH).**

On the second day of the meeting, strategic goals were further defined in 4 areas:

1. *Outreach membership* :  
Tasks include: buying or adapting a new LOGO, elaborate advantages of membership on web page, development of a new brochure, increase contacts in other countries. and further train committee chairs
2. *Association Infrastructure*:  
Tasks include: increasing income by revising the budget and increasing membership dues, increasing membership and looking for additional sources of income (e.g., development of a referral service, new products, additional grants, changes to our biennial symposium, etc.)
3. *Association Products*  
*Tasks include:*
  - Next revision (7<sup>th</sup> version) of the Standards of Care
  - Development of a database of relevant legal briefs and opinions for continuing use with clients
  - Development of a database of relevant medical information by the Transgender Medicine/Research Committee searchable database that anyone can add to?
  - Development of statements and responses from the Advocacy & Liaison Committee in response to consumer organizations
  - Enhancement of the quality of the International Journal of Transgenderism
  - Selection of membership for the Scientific Committee for the 20<sup>th</sup> Biennial Symposium
  - Creation and dissemination of Medical Advisory Announcements (i.e., brief advisories regarding medical care issues of immediate importance to consumers and healthcare providers.
4. *Expansion of Visibility and Influence*  
*Tasks include:*
  - Enhancing the visibility of the Association (e.g., advertise/promote symposia in publications of other professional organizations or specialty journals, exhibit promotional materials at relevant professional organizations, improve website role in visibility, etc). Enhancing collaboration with other organizations
  - Promoting science (e.g., enhance quality of symposia, enhance quality of IJT, advocate for research funding, establish research awards, etc)
  - Increase advocacy/public policy positions

The Executive Committee will discuss how these goals will be implemented during their regular meetings. It was also decided that an annual meeting of the Board and the Committee Chairs was appropriate to evaluate the work that has been accomplished, and to guide the process in the future.

As you can see, our plans are ambitious. We think our Association deserves this ! We hope we are able to implement these goals in the future, and as always, will keep you, our membership up to date on our progress.

Why not start out right away saying something along the lines of:

Be a part of these vital changes to HBIGDA/WPATH!

1. Make a donation to your Association! You can do this easily by...
2. Volunteer to serve on one of our many committees, by ...
3. Let us know your thoughts on our plans! Go to the membership forum and respond in the thread – WPATH Strategic Planning, or email us at: [hbigda@hbigda.org](mailto:hbigda@hbigda.org)
4. Spread the word – ask to have HBIGDA and IJT information sent to you and take it with you to your next conference or meeting – the best representatives of our Association are our members!

Yours sincerely,

Stan Monstrey (President)  
Griet De Cuypere (Secretary-Treasurer)