



WPATH GLOBAL OFFICER AND DIRECTORS- AT-LARGE BALLOT 2018

Dear Global WPATH Members:

On behalf of the Nominating Committee, Jamison Green, PhD (Chair), John Capozuca, PhD, Griet De Cuypere, MD, PhD, Annelou L.C. de Vries, MD, PhD, Tone Maria Hansen, MSN, Ren Massey, PhD, and Stan Monstrey, MD, PhD, we are pleased to present you with the ballot for the 2018 Global Board of Directors.

After an open call for nominations of all positions, we are pleased to present you with your 2018 ballot. As a member of a global organization, please consider diversity of all types when selecting your candidates.

Your ballot consists of two parts:

- (1) **Slate of Officers** for which you will vote Yes or No in Question 6
- (2) **Ballot** for which you will choose 4 candidates from the 9 applicants. These candidates will fill the 4 positions for **At-Large Directors**. The applicants' personal statements appear below (listed in alphabetical order by last name).

Please review each applicant's personal statement before selecting your top 4 choices in question 6. We have added a text box under each candidate's statement for you to use for your own notes if necessary.

Please be advised that Question 6 and Question 17 is where your vote will be counted. The applicants with the most votes will fill vacant seats on the Board as At-Large Directors. The new Board Members will be installed at a meeting of the full board on November 6, 2018, at WPATH's 25th Biennial International Scientific Symposium in Buenos Aires, Argentina.

The deadline for voting is Tuesday, July 24, 2018 at 5pm CT.

Slate of Officers – listed below are the candidates, the positions they are standing for, their current professional roles, along with their personal statements outlining their background and vision for WPATH and a description of their experience in leadership positions.

**Walter Pierre Bouman, MD, PhD – President Elect
Psychiatrist-Sexologist
The Nottingham Centre for Transgender Health
Nottingham, England, UK**

"I am a senior clinician and medical doctor working fulltime in transgender healthcare since 2007. My clinical role involves the prescribing and monitoring of hormone treatment, providing information and support regarding the various treatment pathways and referral for gender affirming surgeries. Respect for trans* people as autonomous agents, who are properly informed and make their own treatment decisions is paramount in my practice. Although I am a strong advocate of evidence-based practice, we also need to acknowledge that many areas of transgender healthcare have little evidence base, and I have advocated tirelessly to move from a medical paternalistic towards a more informed consent/autonomous agent model of health care provision.

Other senior professional roles I practice within transgender healthcare involve managerial, academic, educational and editorial duties.

I am a strong advocate of de-stigmatisation and "de-psychiatrisation" of gender dysphoria as a classified mental disorder; and welcome removal of identifying as trans* from the mental health chapter in the forthcoming ICD-11 classification. This will have a positive global impact on service development; it will lead to further de-stigmatization of people with gender dysphoria;

and will put increasing pressure on the American Psychiatric Association (APA) to “declassify gender dysphoria as a mental disorder” and remove it from the DSM-5. However, treatment availability and access remain important issues as there are many countries globally which have no transgender health services. If elected President Elect, I will focus on three key areas, which are (1) to broaden membership to people from countries and regions which are significantly under- or unrepresented within WPATH (in particular Latin America including the Caribbean, Africa and Asia); (2) to provide and further develop the Global Education Initiative globally and (3) in partnership with global organizations/institutions such as PAHO, WHO, IPPF, World Bank and United Nations, and so on, whilst seeking non-state actor status for our organization with the UN, and hence increase our role, status and influence globally.”

Please describe your experience in leadership positions

I have been Head of Service (and budget holder) for a decade (from 2007-2017) of the Nottingham Centre for Transgender Health and in this capacity, I have worked tirelessly to build up the Centre from a very small, part-time clinical service to a large national multidisciplinary Centre with 14 clinicians and 8 administrative staff, which I managed. I am a co-founder of EPATH (since 2013) and have worked closely with other colleagues (particularly from the Center for Sexology and Gender in Ghent, Belgium and the Centre for Expertise on Gender Dysphoria in Amsterdam, the Netherlands) to organize the first and second Biennial EPATH conferences (in Ghent, Belgium and Belgrade, Serbia) together, which were very successful. As Treasurer and Executive Member of WPATH since 2016 I contribute to the running of the organization as well as to the further development of WPATH as a global force for the benefit of transgender people. Moreover, for the past year I have been actively involved (together with our President Gail Knudson and Jon Arcelus and the Veritas Meetings Solutions Management Team) to organize the 25th Biennial WPATH conference in Buenos Aires, Argentina. I have also taken on the editorship of the International Journal of Transgenderism in 2016, which is WPATH's official journal. In this capacity I head the associate editorial board, and jointly we have turned around the journal, ensuring that there are 4 full issues published each year, providing an efficient and speedy turnover of reviewed manuscripts and offering our readership a broad variety of high quality publications in transgender health care. All these aforementioned roles not only require leadership and putting in the hours, but also the skills and determination to work collaboratively and collegially with colleagues and others to ensure that the job gets done (and on time!).”

**Randi Ettner, PhD – Secretary
Clinical Psychologist, Forensic Psychologist
Evanston, IL, US**

“As a long-term member, I have witnessed the tremendous growth of this organization. We now must continue with our strategic goals of becoming a global organization, advocating for the best evidence-based care for people which includes basic human rights, and training providers the world over to deliver gender affirming care. I have been involved in policy and legislation to end discrimination and to educate decision makers about gender affirming care.”

Please describe your experience in leadership positions

“I have previously served as secretary, I am president of New Health Foundation, a 501c3 charitable organization that supports and funds research on transgender issues and care. I serve on the University of Minnesota Leadership Council and have been the recipient of the externally funded Randi and Fred Ettner Fellowship in Transgender Health.”

**Baudewijntje Kreukels, PhD – Treasurer
Associate Professor, Department of Medical Psychology
VU University Medical Center
Amsterdam, Netherlands**

“As a researcher I am committed to increase our understanding of gender incongruence and related phenomena and to optimize care by evaluating treatment in order to come to evidence-based transgender health care. In addition, I feel committed to see how research activities in transgender health care can be stimulated around the globe to ensure that the evidence-base is not only derived from Western countries. These personal aims are well in line with WPATH's vision where we envision a world wherein people of all gender identities and gender expressions have access to evidence-based healthcare, social services, justice and equality.”

Please describe your experience in leadership positions

“I am currently a member of the Board of Directors of WPATH, a member of the management team research of the departments of medical psychology of the Amsterdam Medical Center and VU University Medical Center, and a member of the steering committee of the European network for the investigation of gender incongruence. I have been editor-in-chief of a Dutch journal on Neuroscience.”

At-Large Directors - listed below are the candidates (in alphabetical order by last name) and their personal statements outlining their background and vision for WPATH. **Please vote for four (4) only!**

Jon Arcelus, MD, PhD

**Clinical Professor in Mental Health and in Transgender Health
Nottingham University/The Nottingham Centre for Transgender Health
Nottingham, England, UK**

"I am a hard-working individual who is fluent in Spanish & English with a large clinical and academic experience in mental health and transgender health. I have worked clinically, particularly with young people for over 25 years aiming at improving peoples' wellbeing by understanding the role that society and relationship plays in people's lives. I have an extensive academic background working currently as a full Professor in mental health and transgender health at the University of Nottingham, in the United Kingdom. I was appointed as the first Chair in Transgender Health in the UK 3 years ago. My research background has allowed me to be part of different national boards where I brought my experience of evaluating research evidence for policy development. I have extensive teaching experience and a good understating of the importance of education in bringing change within societies. I would like to work towards improving transgender health education worldwide in order to improve the wellbeing of transgender people. I would like to see WPATH as an association that is able to provide a voice to those who are most in need and whose human rights have been affected. In the future, I would like to see WPATH as an organization working closely with other political international organizations aiming at improving the life of transgender people throughout globally."

Javier Belinky, MD

**Urologist, Physician at the Carlos G Durand Hospital, CDU Urology Center and
Guemes Sanatorium
Section of Urethral and Genital Reconstructive Surgery
Buenos Aires, Argentina**

"I started working in this area 15 years ago even before the Argentine law. In those times the patients had to make a legal judgment to the State to be able to access to evaluation, treatment and obviously surgeries. I know the lack of protection and vulnerability of the population and I believe that working in multidisciplinary teams and expanding knowledge to the professional and non-professional community is the key to the well-being of all. I believe that the WPATH integrates in perfect form all these principles that I share."

Marci Bowers, MD

**Pelvic and Gynecologic Surgeon
Burlingame, CA, US**

"I see WPATH as a guiding steward for the struggles that so many face in our community. For too long, we have been guided in WPATH by well-meaning individuals whose personal assets do not always align or fully comprehend the trans experience. Instead of seeing trans as a pathological diagnosis whose treatment we control, WPATH needs to understand that trans is a crucial stepping stone in the arc of the moral universe that bends in the direction of justice and that trans experience has the potential to unlock so many of society's artificial and plastic norms that hinder our collective growth as a planet. WPATH should better serve our world by facilitating positive growth of the trans community and to better explain its rationale, logic and wisdom to those who fear trans—who then react with violence rather than embrace of our community."

Miroslav Djordjevic, MD, PhD

**Professor of Pediatric Surgery/Urology
Belgrade University
Belgrade, Serbia**

"I am a Professor of Urology and Surgery at the School of Medicine, University of Belgrade, Serbia. In my long career, I achieved my greatest results in the field of urogenital reconstructive surgery, end especially transgender health. The focus of my work is gender affirmation surgery and promoting transgender health, and I am recognized as one of the leading experts in the world in this field. My great experience in gender affirmation surgery resulted in new insights in the surgical anatomy of the male and female genitalia. I have been multiply awarded for my comprehensive scientific work. I am the editor of many leading journals and books, and a member of all relevant international associations in the field of urology, genital reconstructive surgery and transgender health. I have been invited lecturer and Visiting Professor on many universities all around the world. As a member of humanitarian societies, I actively participated in humanitarian missions world-wide. Last but not least, I am the founder and leader of Belgrade Center for Genital Reconstructive Surgery, which is chosen as a fellowship program center by many foreign colleagues every year. As a professional involved in transgender healthcare, I strongly support WPATH vision, and act as one of the promoters in my everyday practice, for better acceptance of transgender people in our society. All WPATH members should continue to promote gender equality, diversity and tolerance. One of our tasks as WPATH

members should be education of students, adolescents and children about human rights, healthcare availability and community inclusion.”

Justus Eisfeld, MSc Political Science/Gender Studies

Senior Consultant LGBTI, Rights, and Inclusive Development

United Nations Development Programme

New York, NY, US

“The Sustainable Development Goals, that were agreed upon by all UN member states, are built around the pledge to 'Leave No One Behind'. When I first joined WPATH a decade ago, there were relatively few trans people involved. It has been heartening to see the organization expand. With EPATH, CPATH, ANZPATH and especially USPATH in place, WPATH can finally direct its attention to the places where trans healthcare needs are biggest and where trans people are left furthest behind.

My work with the UN Development Programme (UNDP), where I am helping create an LGBTI Inclusion Index as part of the HIV, Health and Development group, as well as my work as a consultant in the philanthropic sector, will help bring WPATH the knowledge and resources necessary to reach all trans people.

I envision an organisation that works more closely with international structures, like the WHO, UNDP, UNAIDS, and the Global Fund to Fight AIDS, Tuberculosis and Malaria, and that is focused on ensuring access to healthcare to a much broader group of trans people, and that includes health care needs beyond transition care. My personal and professional connections in these organizations will ensure that WPATH can succeed on this path.

I believe that I can bring a much-needed perspective to the board, and that my experience and connections can help the organization not just develop but thrive in the global healthcare environment. My experience reaching trans people in places as diverse as Namibia and Thailand, Brazil and Mongolia will help WPATH make that link.”

Blaine Paxton Hall, BS, MHS-CL, PA-C

Department of Medicine/Division of Endocrinology

Founder of the Duke Adult Gender Medicine

Duke University Health System

Durham, NC, US

“I was first a member of WPATH--then HBIGDA--in 1990. I have seen many changes. One big, positive change within WPATH is its evolution towards diversity and inclusiveness within the group.

My vision of WPATH is that should continue to be the premier transgender healthcare organization, with the world-wide scope, that it is and has. WPATH should remain at the vanguard of "Standards of Care," and should attract and promote those persons who are contributing to research. WPATH should also continue to provide excellence in transgender education, as it does at the biennial conferences and other training sessions throughout the year. WPATH should continue in promoting and providing a network (as it does) for providers and others involved in transgender healthcare to engage which each other. WPATH should continue to provide assistance to those persons seeking providers who are trans-friendly and/or providing trans services as it does with the "Find a Provider."

Dan Karasic, MD

Clinical Professor, Psychiatry, School of Medicine

University of California, San Francisco

San Francisco, CA, US

“I have been a hard-working and engaged member of the WPATH Board in my first 4-year term and am now seeking to continue my work on the Board. I have been on the USPATH Steering Committee and chaired the organizing committee for the first USPATH conference, which was well-attended and earned WPATH money to pursue new projects. I worked on SOC 7 and am now chapter lead for the Mental and Behavioral Health chapter for SOC 8. I have volunteered much time teaching with GEI and working on certification, was active with WPATH DSM and ICD efforts, chair the Public Policy, Liaison, and Advocacy Committee, and have been on the Scientific Committees of multiple WPATH conferences. I have been working internationally for over a decade to improve access to legal gender recognition, working to advance WPATH policies and particularly working to change laws in Canada and Southeast Asia. I facilitate the Transgender Health Facebook page, which started as a WPATH project, but is now independent; with over 6000 members, the page facilitates communication between WPATH members and others interested in Transgender Health. With these efforts I have good working relationships with WPATH staff, with other Board members, and with many others in the transgender health community.

As a UCSF faculty member, I have worked to expand access to trans surgeries in the San Francisco public health system, including working on SF's groundbreaking efforts to provide access to trans surgeries for low income people, and starting gender teams to improve access to the necessary assessments for surgery in accordance with surgeon and insurance requirements and SOC 7.

My vision for WPATH is that it continue to grow internationally, advocating for trans health and trans rights, and continuing to foster and support regional chapters around the world to work on regional issues. In the US, the trans health community has grown rapidly, but now faces new challenges from changes in federal policies, that

will require much effort to further the progress we've made. I also support WPATH's mission of promotion of continued scientific progress, by supporting those members who are expanding our knowledge base and by helping to disseminate and share information. I support an expansion of WPATH's education and training efforts globally.

I will continue to support transparency in WPATH and communication between WPATH, its members, and the larger trans health community. Fostering communication was my goal in starting the Facebook group, and perhaps as a result, many WPATH members and those in the trans health community contact me with their concerns. I will continue to do my best to make sure that these concerns are addressed."

Asa Radix, MD

Senior Director of Research and Education

Callen-Lorde Community Health Center

Clinical Associate Professor of Medicine

New York University

New York, NY, US

"I have worked in the field of transgender medicine for over 20 years and currently serve on the USPATH Steering committee as well as being a co-chair for the WPATH SOC 8 revision committee. Originally from the West Indies, I trained in internal medicine and infectious disease at the University of Connecticut and obtained postgraduate degrees in epidemiology and public health at Cambridge University. For the last decade I have worked at the Callen-Lorde Community Health Center in New York, where I am the Senior Director of Research and Education as well as the Clinical Director of the Transgender Health Program that serves over transgender/gender non-binary 4000 clients. Prior to this I was a Director of Public Health in the Dutch Caribbean, working to improve health care access to LGBT people and expanding health services to people living with HIV. In addition to my role at Callen-Lorde I am a Clinical Associate Professor of Medicine at New York University, involved in training the next generation of healthcare providers to deliver gender affirming and competent health care. I have previous board experience and in addition to the USPATH steering committee I serve on the boards of the American Sexual Health Association, the Medical Advisory Board for the UCSF Center of Excellence for Transgender Health and the American Conference for the Treatment of HIV. I have been invited to participate in numerous international panels and guidelines committees on transgender health for the World Health Organization and the Pan American Health Organization and have participated in writing regional guidelines on transgender health for the Caribbean, Latin America, South Africa and Asia and the Pacific. In these roles I give guidance on how policies impact people of transgender experience. I am an Associate Editor of Transgender Health and serve on the editorial board of the IJT. I am directly involved in creating educational materials and curricula for clinicians as well as health promotion and wellness information to transgender and gender non-binary clients. My vision for WPATH is that it will be a leading organization in transgender health, committed to diversity and inclusion, that will prioritize implementation of ethical guidelines for transgender care, providing training and certification for the next generation of health care workers and providing advocacy on transgender health issues."

Jaimie Veale, PhD

Senior Lecturer, School of Psychology

University of Waikato

Hamilton, New Zealand

"I am a trans woman who works passionately towards improving the health of transgender people worldwide. I work as a Senior Lecturer (Assistant Professor equivalent) in psychology at the University of Waikato in Hamilton, New Zealand, where my research programme and a significant proportion of my teaching is focused on improving the health and wellbeing of transgender people. I have published 20 academic journal articles in the field and received a total of over US\$300,000 in research funding from health research funding bodies in Canada and New Zealand for work on the Canadian Trans Youth Health Survey and more recently Counting Ourselves: The Aotearoa New Zealand Trans and Non-binary Health Survey. I have been a member of WPATH since 2009 and an attendee and presenter at all WPATH symposia since the symposium in Oslo that year. I am a founding and current member of ANZPATH and TPATH and I have also been a member of CPATH during my time living in Canada. I am passionate about high-quality research evidence in the transgender health field and this is reflected in my role as Associate Editor of International Journal of Transgenderism. I have worked as an intern clinical psychologist, gaining an appreciation working as a healthcare provider during this time. I continue to work closely with healthcare providers to inform my research around what questions I need to be asking and how to interpret the research findings.

While WPATH has made great strides towards improving transgender people's health and quality of care, significant inequities still remain in transgender people's health worldwide when we are compared to cisgender people. Significant barriers also still exist to accessing gender-affirming care in many parts of the world. As we move into a world where being transgender is no longer considered a pathology, there are great opportunities for WPATH to thrive in advocating for gender-affirming care as a human right and promoting high standards of care that reflect this. I envision that WPATH will continue to be on the forefront of education, policy change, research, and healthcare improvements to address the health inequalities that transgender people will continue to face. To create true equality, local transgender communities need to be empowered to lead this work, with WPATH and other international organizations providing guidance and expertise.

I helped to establish TPATH because it was important to me to create a space for transgender people to be able to come together to support each other's work within WPATH and other PATHs. It is important that transgender people play a central role in WPATH's future as transgender communities become empowered and take more autonomy ourselves over the things that are important to us. My work as part of the leadership group of TPATH shows my commitment towards building to that future."

As you can see, we are very pleased with the response and the quality of our applicants. Each of these applicants meet the criteria to become a board member for the Global WPATH Board of Directors.

Thank you for being a member of WPATH and for all the work you do on behalf of our organizational goals. Please take the time to read each candidate's personal statement and submit your votes by the deadline of Tuesday, July 24, 2018 at 5pm CT.

Best regards,
WPATH 2018 Nominating Committee