



Canadian Professional Association for Transgender Health



Dear CPATH Members;

Let me introduce your CPATH Board of Directors for the present term:

Jim Oulton – President

Francoise Susset – Past-President

Dana Roberts – Treasurer

Our New Board Members are:

Nicole Nussbaum- President Elect

Nicole is a lawyer with a background in employment, human rights and family law, and a focus on trans law, advocacy and policy work. Among other roles, Nicole served on the Law Society of Upper Canada's Equity Advisory Group and is currently the secretary-treasurer of the Canadian Bar Association's Sexual Orientation and Gender Identity Conference. Nicole has been an active member of CPATH and our Advocacy Committee since 2008, acting as co-chair since 2011.

Devon MacFarlane- Secretary

Devon MacFarlane is a trans person who, in both professional and volunteer roles, has worked to advance the health and well-being of trans communities. Devon recently completed an MA in Leadership (health specialization) and currently works with Vancouver Island Health Authority as the manager for community development and service integration.

We send you all the best of sincere and warmest wishes for a Joyous Holiday Season!

I also want to offer you a glimpse into some of the activities CPATH has been involved with across the country over the past few months.

Shifting Paradigms: Breaking with Pathology, Affirming Diversity

A successful 3rd Biannual National Conference was held in Winnipeg, Manitoba, September 21 – 23rd, 2012 with 115 people registered. Pre-conference training was also held: "Supporting Transgender and Transsexual Individuals through Transition". The response from the post-conference evaluation survey will provide excellent guidance as we move forward. For example, if we take responses from the first three overall questions as evidence of whether there was sufficient "knowledge transfer" of "adequate breadth" and "usefulness" to justify attending the conference, almost 80% of the participants would agree or strongly agree. Well in excess of 80% would also agree that a reasonable amount of that knowledge was directly translatable to their current work within trans-health settings. Almost 75% of those present felt that the health of Trans and gender non-conforming people will be positively impacted as a result of the conference. Please see our final program ([here](#)). The power point presentations and the evaluation summary will be posted on the CPATH website very soon. A special thanks to our Winnipeg organizing committee as well as our conference co-chair, Dana Roberts for their incredible work!

Identifying Strategies to Enhance CPATH's Ability to be a Highly Successful Organization

One of our new Board members, Devon MacFarlane, enjoys leading action research and community consultation projects, and has a substantial background in this work. Devon generously offered to lead a consultation process with participants of the 2012 conference that was conducted during the Conference weekend.

Preliminary analysis indicates that for CPATH, success has three elements: making a difference in improving health outcomes for trans people, that the organization is strong – it is credible, has a high profile, and has a diverse and involved membership base, and that it has positive relationships with trans communities. As a national organization CPATH needs to find ways and means to:

- Develop a greater range of opportunities for member participation, and for members to connect with and learn from one another.
- Continue and expand work to build capacity of providers, organizations, and provinces to provide accessible and competent care for trans people
- Continue and expand impact of its advocacy effort and deepen its effectiveness as

a catalyst of positive change

- Build positive and constructive relationships with trans communities, ensuring that CPATH's work continues to be relevant to trans communities whose need CPATH is intending to represent and advance, and ensuring that the voices of trans communities are included in CPATH's work. It is important to note that quite a few participants raised the importance of addressing the full diversity of trans communities (e.g. gender identities, ages, income level and source, Aboriginal trans people, radicalized trans people, immigrants and refugees) as different parts of trans communities face different issues, barriers, needs and challenges to improve their health outcomes.

I believe this rich and challenging material will provide us with excellent guidance in understanding our challenges and opportunities as we move from being a relatively young organization to our next level of maturity. A full report from the consultations will be available on our website in the New Year.

Board Retreat and 5 Year Plan

A Board Retreat is planned for March, 2013. We'll be using the information gathered through the consultation process (above) to guide our discussion and strategic 5 year plan. Thank You to everyone who participated in that research. We are very grateful for your contribution.

Education:

CPATH and Nova Scotia's pride Health ([link](#)) will co-sponsor an advanced clinical training in Halifax, Nova Scotia - March, 2013 with the goal of increasing capacity for health care providers. Françoise Susset and I are currently working with pride Health's local clinical working group to confirm the various details. CPATH is very excited to be coming to Nova Scotia at a time when there is such hope for improved access to competent transgender health. We celebrate with Nova Scotia the introduction by the Minister of Justice (November, 2012) and unanimous passage of a bill adding both gender identity and gender expression to their provincial Human Rights Act. This brings Nova Scotia into line with Ontario, Manitoba and the Northwest Territories where similar changes have been enacted to their human rights legislation.

Federal Bill C-279:

CPATH has written to members of the Standing Committee on Justice and Human Rights encouraging them to consider that BillC-279 be passed in its original form, including both gender identity and gender expression, without definition. The letter drafted by our president–elect, Nicole Nussbaum, will soon be made available on our website.

A **Medical Advisory Committee to the Board** is being launched. We are currently in the beginning stages of developing a framework to guide the formation of this valuable addition to CPATH's organizing. **Membership renewal** and a **updating of our Website** are also underway. We will have more information to share with you about these initiatives, and more, in January, 2013.

Welcome:

...to Josie Harding who is replacing François Grenier in providing the Board with administrative support. In addition to supporting the day to day administrative activities of the Board, Josie brings to CPATH skills and knowledge of web technologies. Welcome Josie!

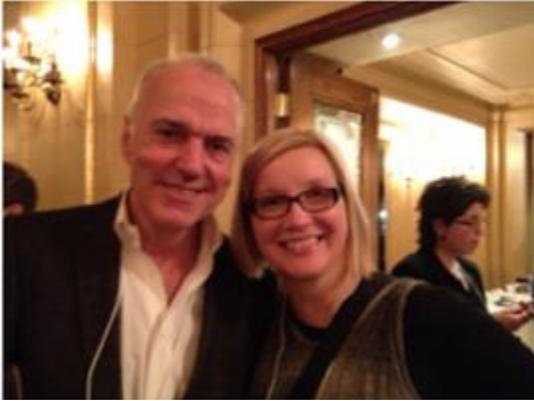
CPATH operates as a volunteer non-profit organization. I want to acknowledge the significant contribution of time and effort by our Board members, past and present, and you, the membership, for your ongoing support of this important work and the place which CPATH is able to take in ongoing discussion and implementation of equitable and accessible (trans) health care across Canada. If you would like to get involved, please contact one of the co-chairs of the committee you are interested in. A list of the committees and co-chairs is posted on the CPATH website at [here](#).

Have a Safe and Happy Holiday Season, a Healthy and Prosperous New Year.

Jim Oulton

President

Canadian Professional Association for Transgender Health



Jim Oulton, CPATH President, and Dr Greta Bauer, the Trans PULSE Project

<http://transpulseproject.ca/>