



Canadian Professional Association for Transgender Health

Consultations on success for CPATH

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Conducted at the 2012 conference in Winnipeg

SUMMARY:

The Canadian Professional Association for Transgender Health (CPATH) is an interdisciplinary professional organization which actively includes trans identifying persons and representation from trans community groups and organizations. Formed in 2008, CPATH is purely a volunteer-driven organization, and is now at a critical juncture in its development. During the September 2012 conference, consultations were held in order to gather evidence to inform strategic planning and the organization's development. The question the consultations explored was "What strategies will enhance CPATH's ability to be a highly successful organization?"

Action research taking a conversation-based, qualitative approach was used in order to develop a well-rounded situation assessment, identify strategies, and create the potential for change. A total of 27 people took part in the consultations – 4 participated in the pilot of the interview matrix in Vancouver; 19 took part in the interview matrix groups in Winnipeg, and 4 people took part in the brief interviews. Of the participants, 12 identified as trans and 13 identifies as cisgender, with 2 participants not answering the question addressing gender. Furthermore, 18 identified as members of regulated professions, while 5 participants identified as being in other roles as service providers, two were students, and two participants marked "other".

The consultations resulted in a definition of success for CPATH:

CPATH contributes to improved health outcomes for the full diversity of trans people

- Improving ability to provide competent care across the country
- Improving ease of locating competent providers across the country
- Developing standards and best practices for care in the Canadian context
- Addressing determinants of health

CPATH is a strong organization

- Revitalizing the governance model
- Being credible and visible
- Involving members in CPATH initiatives
- Broadening the diversity of members in CPATH
- Providing opportunities for members to network and build collegial relationships
- Securing sufficient resources to support the work

CPATH has positive and constructive relationships with trans communities

- Developing dialogue between providers and trans communities

Participants provided many ideas for achieving success, with two key factors emerging. The first was to foster member and stakeholder engagement, including as volunteers with CPATH, as participants identified a broad range of initiatives that could be led by, or involve, member-volunteers. One specific initiative - deliberately nurturing a community of practice for CPATH - may be a vital means to enhance members' connections, knowledge, confidence, and access to peer consultations. The second key factor was to find means to constructively address diversity and inclusion within CPATH, and for CPATH to find means to support multi-barriered trans people to participate in the organization and to pursue studies in health care.