



CANADIAN PROFESSIONAL ASSOCIATION  
FOR **TRANSGENDER HEALTH**

ASSOCIATION PROFESSIONNELLE CANADIENNE  
POUR **LA SANTÉ TRANSGENRE**

## **Board Member Recruitment**

### **Introduction**

The Canadian Professional Association for Transgender Health (CPATH) is an interdisciplinary professional organization that works to improve the lives of trans, Two Spirit, and gender diverse people. CPATH seeks to be both connected with and responsive to the needs emerging from trans people and communities. We envision a Canada without barriers to the health, well-being and self-actualization of trans, Two Spirit, and gender diverse people.

At present CPATH is an entirely volunteer-run organization governed by a national board. CPATH's work is driven and carried out both by board members and committees that have active participation by non-board members. CPATH's board is a working board, meaning that members are expected to participate in monthly board meetings as well as performing additional tasks between meetings. The board has a friendly and positive atmosphere and is made up of a diverse group of people with a shared passion for trans health. CPATH board members come from across Canada, are trans, Two Spirit and cisgender, and have a range of professional and volunteer affiliations. We highly recommend community members with lived experience, and from communities targeted for marginality to apply. We strive to foster a board that is ethnoculturally, linguistically and geographically diverse centering the leadership and wisdom of 2Spirit, Black, Indigenous and Afro-Indigenous community members.

### **Responsibilities**

CPATH board members are expected to:

- Attend all board meetings;
- Participate in at least one CPATH committee;
- Actively contribute to the achievement of CPATH's goals and priorities;
- Complete tasks between meetings; and
- To be able to commit to an average of two to three hours of work per week.

During meetings, each board member is expected to:

- Be prepared and well-informed on the issues being discussed;
- actively participate in the meeting;
- interact with fellow board members in a respectful and constructive manner; and
- take responsibility for completing specific action items.

## Commitment

The CPATH board holds monthly meetings via videoconference. These meetings typically last 90 minutes and are held on weekdays evenings or afternoons (depending on where you live in Canada). Board members are expected to attend meetings regularly.

Board members are also expected to participate in CPATH committee meetings which are held in addition to the regular board meetings. Board members are also expected to actively contribute to the achievement of CPATH's goals and priorities by completing specific activities on their own time.

## Qualifications

- Must be a member of or eligible for registration in a professional body or professional association, providing direct\* or indirect\* gender affirming care Two Spirit and trans people and/or communities.
  - *Direct gender affirming care is broadly defined by various disciplines and includes, but is not limited to medicine, psychology, social work, counseling, psychotherapy, speech and voice therapy, health care administration, and public administration.*
  - *Indirect gender affirming care is defined as supporting the wellbeing of trans-identifying individuals in their capacity as professionals and is limited to disciplines such as law, theology, and academia (masters level or above).*
- Must have a CPATH membership.
- Have a demonstrated commitment to, and knowledge of, trans health and health care
- Possess a collaborative, collegial working style
- Have strong communication skills
- Have experience in leading and cultivating change
- Be well connected with providers working with trans communities, and/or with trans communities
- Understand, from lived experience, work and/or volunteer activity, how transphobia, cis-sexism, systemic racism, Anti-Black & Anti-Indigenous racism, ableism and other forms of oppression function within systems and in everyday life
- Have a strong understanding of the intersecting factors that influence trans and Two Spirit people's health and well-being, and of diversity within trans community including but not limited to;
  - Anti-oppressive analysis including intersectionality, trans-antagonism, Two Spirit erasure, trans-misogyny, misogynoir, critical race theory, anti-Indigenous, anti-Black, anti-Migrant, and anti-Refugee racism
  - Anti-oppressive responses including decolonization, Indigenous sovereignty, and other pro-Indigenous movements, Black Lives Matter and other pro-Black movements, harm reduction, disability justice, sex positivity, pro-sexwork, trauma-informed perspectives, cultural humility practices, and gender diversity frameworks

### **Additional desirable skill sets**

A range of skills are necessary to ensure a smoothly functioning board. These include: legal skills, accounting / finance skills, fundraising, media relations and communications strategy, French language ability (reading, writing and/or translation), and knowledge of regulations governing non-profit organizations.

### **Term**

Term lengths are one to three years. A three-year term will be available only to an individual entering into the position of President-Elect.

### **Positions with additional responsibilities**

In addition to Directors-at-large, the board is currently seeking individuals who can serve in the roles of Treasurer and President-Elect:

#### ***Treasurer***

The Treasurer contributes to ensuring CPATH's financial sustainability; provides regular reports on CPATH's finances; supports aspects of liaising with funders, maintains CPATH's bank account, and ensures that payments are made.

#### ***President Elect, President, and Past President***

- The 'president track' is a 3-year commitment, whereby an individual serves as President-Elect, then as President, then as Past President, each for one year.
- An interested individual begins as President-Elect, and is mentored in the role by the President and Past President.
- The President sets the agenda for Board meetings, ensuring that matters dealt with at Board meetings appropriately reflect the Board's role, and advances CPATH's strategic priorities. Following completion of their term, the Past President remains on the board, offering mentorship and supporting continuity in CPATH's strategic work.

Additional skills desirable for President-track roles:

- Facilitation
- Strategic thinking
- Implementation of strategic plans
- Public speaking
- Understanding of structural trans-antagonism and racism

## **CPATH Board of Directors Application Form**

Please send completed application forms along with your CV to [info@cpath.ca](mailto:info@cpath.ca) by March 25, 2022.

Candidates selected for interviews will be contacted by email. Interviews may be held by video/teleconference before the 2022 AGM on April 3, 2022.

**Legal Name:**

**Name:**

**Pronouns:**

**Address (please include Province/Territory):**

**Email:**

**Occupation:**

**Current member of CPATH: Y / N**

***Please keep answers under 250 words each.***

**Why are you interested in a position on the CPATH Board of Directors?**

**What specific skills or assets would you bring to the Board? Please include any languages spoken other than English.**

**Please highlight your past Board experience, or other relevant leadership experience, including your role and accomplishments through this work.**

**The Board is looking to fill the Treasurer and President-Elect positions. Please indicate if you are interested in one or both of these positions and detail any additional experience or information that would make you suitable for this position.**