

1 **WPATH Business Meeting (Draft Minutes)**

2 **November 6, 2018**

3 **Buenos Aries**

4
5 **I. Gail Knudson called the meeting to order and gave the President's Report**

6 A. the following accomplishments for her term were discussed.

- 7 • Regional Organizations – Chaptering
8 • Global Partnerships
9 • Global Education Initiative (GEI)
10 • Membership Growth
11 • Tiered Membership
12 • Student Membership

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14 B. The following bylaws change referencing the Student representative to the Board that would
15 change the words non- voting to voting was presented by the Board. This led to lengthy
16 discussions about governance and a series of motions were made by the floor.

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18 **Section Two. Board of Directors.** The administrative body of this Association shall be the
19 Board of Directors, which includes seven (7) at large members, one (1) student liaison
20 (non-voting), (voting), and the five (5) Officers of the Association. One (1) additional
21 voting Board member shall represent each duly authorized Regional Affiliate of the
22 Association. All members of the Board of Directors must also be members in good
23 standing of the voting membership.

24 **i. Motion was made from the floor, seconded and approved: The Bylaws change should go to**
25 **an electronic vote.**

26 **ii. Motion was made from the floor, seconded and approved: The WPATH Board shall conduct**
27 **a full bylaws review to include a minimum standard for elections of Board and Officers**
28 **positions and that a task force look at the election policy, strongly consider eliminating slate**
29 **voting for Board and Officers positions.**

30 **iii. Motion was made from the floor, seconded and approved: Adopt a resolution of the**
31 **membership presented at the 2018 Business Meeting that the Board of Directors of WPATH, in**
32 **accordance with the bylaws adopt a policy for approval in support of the Yogyakarta**
33 **Principles and the Yogyakarta Principles plus 10.**

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35 **Action Item: Bylaws committee will conduct a review and make recommendations to the Board. Once**
36 **approved by the Board, the Bylaws changes will be presented to the membership for approval though**
37 **an electronic vote.**

38 **Action item: A task force will be formed to evaluate election policies and make a recommendation to**
39 **the Board.**

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41 **II. Financial Update was given by the WPATH Treasurer Walter Bouman**

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43 A. AUDIT – 2017 year-end financials were audited by an outside independent audit firm, Miller
44 Verchotta. Auditors gave a clean report that all financial statements have been presented
45 accurately.

46 B. Veritas – Best Practice for financial management is utilized.

47 At Veritas' expense, the finances, which are prepared by internal Veritas accounting staff, are
48 reviewed monthly by an outside, independent CPA firm to ensure full transparency and
49 accuracy. The Treasurer and the Executive Director review all financial reports and back up
50 material monthly.

51 C. ASSETS AS OF DECEMBER 31, 2017 were \$606,592.

52 *Combination of cash, accounts receivable and prepaid meeting expenses for the 2018*
53 *symposium*

55 D. Fund Balance as of September 30, 2018, totals \$585,118.

57 E. Operating Income for the period ending September 30, 2018, WPATH has operating income
58 of \$211,876.

60 F. Income revenue for the period totals \$974,689.

61 G. Expenses - Expenses for the period total \$762,813.

64 III. Executive Director's Report was given by Sue O'Sullivan

65 A. The role of Veritas was detailed

- 66 • Daily Office and Operational Staff
- 67 • Board and Governance Leadership
- 68 • IT and Website Development and Management
- 69 • Financial Management
- 70 • Membership Recruitment, Retention Management
- 71 • Development Initiative and Implementation Management
- 72 • GEI
- 73 • Program Content Management
- 74 • Faculty and Logistical Management
- 75 • Business Development – Partner Institution Management
- 76 • Certification Management
- 77 • Symposia Management
 - 78 • Abstracts
 - 79 • Communications/scheduling
 - 80 • Logistics
 - 81 • Budget Management
 - 82 • Committee Support
 - 83 • USPATH Executive Director Services
 - 84 • Administrative support
 - 85 • Conference management

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88 B. 2018 Meeting Data was presented

89 ii. Meeting Data

- 90 • 815 Attendees
- 91 • 21 Countries
- 92 • Discounted Registration Categories
 - 93 • 82 Student Members
 - 94 • 25 Student Non-Members
 - 95 • 54 LDC Members
 - 96 • 32 LDC Non-Members
 - 97 • 11 LDC Student Members
 - 98 • 5 LDC Student Members
 - 99 • 5 LDC Supporting Member
 - 100 • 15 LDC Supporting Non-Members
 - 101 • 60 GEI Speaker/Board/Special Attendees

102 II. Membership Data

- 103 • 765 in 2014 has increased to 2220 in 2018
- 104 • Members from Developing Countries – 121
 - 105 • In Amsterdam 2016 we had 12 members from developing countries
- 106 • Student Members – 194
 - 107 • In Amsterdam 2016 we had 62 student members
- 108 • 50 countries represented within membership
- 109 • Total Current paid membership of 2220 compared to under 600 in Spring of 2015
- 110 • when Veritas became the Management Partners

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112 **IV. GEI Update was given by Donna Kelly**

113 A. Training

- 114 • We have held 25 GEI courses in US, Japan, Amsterdam and here in Buenos Aires
- 115 • 2500 people have participated
- 116 • Best Practices Series is our core curriculum
- 117 • Partnering with Co-sponsoring Institutions
- 118 • Partnering with Other Healthcare Associations
- 119 • GEI Europe

120 B. Partnering in Education

- 121 • American College of Legal Medicine

- 122 • American Medical Students Association
- 123 • American Society of Gender Surgeons
- 124 • American Society of Plastic Surgery
- 125 • American Urological Association
- 126 • International Society for the Study of Women's Sexual Health
- 127 • International Society for Sexual Medicine
- 128 • Pan American Health Organization
- 129 • Society of Obstetrics and Gynecology Canada
- 130 • Trans American Veterans Association
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132 Discussion was had around the processes of curriculum development, selection of trainers,
 133 evaluations, outcome measures and certification. Request was made to have increased and
 134 more readily available information to the membership about GEI.

135 **Action: The GEI staff and committee will repost previous communications and develop a FAQ's**
 136 **document and post on the website.**

137 **Motion from the floor was made, seconded and approved to extend the Business Meeting until 3pm,**
 138 **it was noted that this action will take time away from the scheduled WPATH Board Meeting.**

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140 **V. IJT Update was given by the Editor Walter Bouman**

- 141 • Founded in 1998 by Eli Coleman
- 142 • Official Journal of WPATH
- 143 • The *International Journal of Transgenderism* offers an international, multidisciplinary scholarly
- 144 forum for publication in the field of transgender health in its broadest sense for academics,
- 145 practitioners, policy makers, and the general population.
- 146 • The journal welcomes contributions from a range of disciplines, such as endocrinology, surgery,
- 147 obstetrics and gynecology, psychiatry, psychology, speech and language therapy, sexual
- 148 medicine, sexology, family therapy, public health, law, sociology, counselling, and medical
- 149 ethics. We publish original research (quantitative as well as qualitative), theoretical essays,
- 150 policy statements, review articles, commentaries, and letters to the editor.
- 151 • Published SoC vs7
- 152 • 4 Issues per year; page budget 4 x 120 pages
- 153 • Indexed in: CINAHL, SocINDEX, EBSCO databases, Scopus, International Bibliography of the
- 154 Social Sciences, PASCAL, and PsycINFO.
- 155 • Publisher: Taylor & Francis – Philadelphia Office, USA
- 156 • Restructured Editorial Board:

157 **8 Associate Editors with geographic, professional & gender diversity**

- 158 • 2. Re-written Aims and Scope plus Instruction for Authors
- 159 • 3. Proactive increase of manuscript flow by individual approach and word of mouth
- 160 • 4. Asked T&F for name change – consider when IF plus PubMed inclusion
- 161 • Special Issues with Guest Editors:
- 162 • Today's Transgender Youth: Health, Well-being, and Opportunities for Resilience by Ryan J
- 163 Watson & Jaimie Veale (IJT 19.2)
- 164 • SOC7 in Spanish with bilingual Introduction by Coleman & Candelaro (IJT 19.3)
- 165 • Genderqueer and Non-binary Gender by Motmans, Nieder, & Bouman (IJT 20.1&2)
- 166 • Call for papers: Transgender people of color and intersections of oppression by M. Paz Galupo &
- 167 Campbell Orphanidys (Call published in IJT 19.1)

- 168 • Significant increase of manuscript flow and throughput
- 169 • 7 Full issues of IJT published on time
- 170 • Impact factor applied for and released in 2019 (for 2018)
- 171 • PubMed has been applied for in 2018 (awaiting outcome)
- 172 • Special Issues published in 2018/to be published in 2019
- 173 • IJT 19.2: Today's Transgender Youth: Health, Well-being, and Opportunities for Resilience by
- 174 Ryan Watson & Jaimie Veale
- 175 • IJT 19.3: SOC7 in Spanish with bilingual Introduction by Coleman & Candelaro
- 176 • IJT 20.1 + 20.2: Genderqueer and Non-binary Gender by Motmans, Nieder, & Bouman (nearing
- 177 completion, around 200 pages)
- 178

179 Illustrations showed the increase in Full Text Downloads from 2643 in 2009 to 31,72 YTD Sept. 2018

180 Acceptance Rate (Rejection Rate):

- 181 • 2014 - 46% (54%)
- 182 • 2015 - 70% (30%)
- 183 • 2016 - 80% (20%)
- 184 • 2017 - 50% (50%)
- 185 • 2018 - 43% (57%) (YTD)
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187 Illustrations showed the increase in submissions and decrease in time to review and publish

- 188 • Consolidate and build up a back log of papers
- 189 • Impact factor 2018 will increase submissions
- 190 • Expand Editorial Board
- 191 • More Special Issues
- 192 • Publish SOC8
- 193 • Apply for MedLine inclusion
- 194 • Name change of Journal via Publisher
- 195 • Increase in WPATH membership will help
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197 **VI. TPATH Update was given by Zil Goldstein**

198 49 transgender, gender non-binary, non-cis-identified, and intersex attendees of the WPATH 2018
 199 conference met on Monday, 11/5/18 to discuss our experience at the conference. While all present
 200 agreed that WPATH is a scientific organization pursuing academic exploration and education in
 201 transgender health, many members reported experiencing transphobic rhetoric and behavior from
 202 conference attendees.

204 In order to create a more welcoming environment for transgender people working in the field of
 205 transgender health, the attendees suggest the following:

- 207 • Guaranteed trans representation on the WPATH Board of Directors, including guaranteed
- 208 positions for people of color, and those from the global south
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- 210 • An end to slate voting for WPATH officers
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- All presenters obtaining and explicitly stating affirmative consent for photographs of transgender people in presentations, and stated trigger warnings for photographs of surgical results
 - Adopting human rights framework and Yogyakarta Principles for the treatment of intersex individuals by WPATH as an organization
 - Endorsement that being transgender, gender non-binary, non-cis-identified, or intersex does not create bias in research and clinical judgement
 - Further exploration and support for non-transitioning or closeted transgender, gender non-binary, and non-cis-identified people
 - Transparency around funding, spending, and budget of WPATH and WPATH meetings, including subcontractors
 - Simultaneous culturally competent translation of conference sessions and written materials into the local language in all spaces

231 **Information Item: Ten of the forty-nine attendees who met to develop the document were WPATH**
232 **members.**

233 **Action Item: The Board will be reviewing the document presented and take each item under**
234 **consideration.**

235 **VII. Adjournment of Meeting at 3:00pm**