



WPATH 2022 Officer Slate and Board Member-at-Large Candidates

All member applicants have met the criteria outlined for the position they are running for, either as a WPATH Board Member-at-Large position, or an Officer position. They have all been a Full Member of WPATH for at least 3 years (consecutive years of paid dues), and they have indicated the following on their applications:

- They support the mission of WPATH "To promote evidence-based care, education, research, public policy and respect in transgender health," and the vision of WPATH "We envision a world wherein people of all gender identities and gender expressions have access to evidence-based healthcare, social services, justice and equality."
- They support the continued development of Standards of Care and gender-affirming evidence-based practice.
- They support affirmative care and body autonomy as articulated in the ethics of justice and internationally affirmed human rights principles.
- They are NOT currently under disciplinary action by your college or professional society.
- They have NOT been involved in any social media or public facing situations that could reflect on WPATH in a negative way.
- They can meet the time commitment for this position as outlined in the application.

Below you will find the responses that each candidate submitted in their application to the following:

- Describe your previous board experience, if any.
- Describe your understanding of the roles and responsibilities of Board Members.
- How would your competency, skills and experience complement the WPATH Board of Directors position you are seeking?
- Please comment on your commitment to diversity and inclusion.
- Please comment on your approach to creating and maintaining a collegial working relationship with other board members.
- Please comment on your commitment to consensus-building.
- Please include a personal statement outlining your background and vision for WPATH (max 500 words).
- Please describe your experience in leadership positions within WPATH, (max 500 words).
- Please describe any other experience in leadership positions (max 500 words).

Please take some time to review each candidates' application before submitting your vote. Candidate responses are listed in alphabetical order by last name.

Please click on a candidate's name to go directly to their responses.

Officers

Asa Radix	President-Elect
Loren Schechter	Treasurer
Jaimie Veale	Secretary

Members-at-Large

Javier Belinky	Member-at-Large
Uri Belkind	Member-at-Large
David Inwards-Breland	Member-at-Large
Scott Liebowitz	Member-at-Large
Chris McLachlan	Member-at-Large
Sari Reisner	Member-at-Large
Joshua Safer	Member-at-Large
Genarro Selvaggi	Member-at-Large

Officer Position-President Elect

Candidate: Asa Radix, MD, PhD, MPH (They/Them or He/Him)

Describe your previous board experience, if any.

I have extensive board experience. I have successfully served on the WPATH board since 2018 and have been on the executive committee since 2020. In addition I have served on other boards, such as GLMA: Health Professionals Advancing LGBTQ Equality (previously known as the Gay & Lesbian Medical Association) and the American Sexual Health Association, where I am currently the board chair. My international board experience includes the Pan American Health Organization HIV/STI technical advisory committee where I was co-chair.

Describe your understanding of the roles and responsibilities of Board Members.

I understand the duties of this position, including legal and fiduciary duties, having served as board chair for the American Sexual Health Association, in addition to service on the WPATH board. I am committed to improving communication with the at-large WPATH board members, as well as the general WPATH membership. I also believe that it is essential to include more perspectives from trans and gender diverse people, especially from communities who are often under-represented

How would your competency, skills and experience complement the WPATH Board of Directors position you are seeking?

My work in transgender health and policy, both in the USA and internationally, and current position on the WPATH board, will inform my approach to leadership, should I be elected as president-elect. I am very familiar with the specific responsibilities of the board president's position, through serving on WPATH's executive committee as well as other board leadership positions. We are at a critical time in the field of transgender health. There is a backlash in many countries against the provision of gender-affirming care and WPATH needs strong leadership to address many of the challenges faced by its members. In my current role as a member of the WPATH executive committee I have worked closely with the current president and president-elect. This has laid the groundwork for me to be an effective leader in the organization and knowledgeable about current governance and organizational vision. I look forward to having a greater role in providing organizational direction, oversight and policy development. My expertise in international settings, particularly experience working in the Caribbean and Latin America, is important in furthering WPATH goals to expand membership, improve provision of trans health globally and to be more relevant to settings with fewer resources.

Please comment on your commitment to diversity and inclusion.

I am firmly committed to diversity and inclusiveness. I hold a leadership position at my organization where we have prioritized hiring a diverse workforce, inclusive of gender, racial, ethnic, geographic and professional diversity. I have participated in and organized trainings in diversity and inclusion and hope to be able to bring some of these ideas to WPATH, with a goal to enhance diverse representation within the membership.

Please comment on your approach to creating and maintaining a collegial working relationship with other board members.

My approach is to use a collaborative model, maintain openness, transparency, keep to timelines, have good communication, and to be respectful and professional in all interactions. In my role as a clinician, and previous employment directing a health center, I am keenly aware of the need for close working relationships and good communication.

Please comment on your commitment to consensus-building.

Over the last 2 decades, through my work in the Caribbean working for governments and NGOs and more recently in the USA, in my role on committees and as co-chair of the WPATH SOC8 revision team, I have employed collaboration and consensus building in all projects I have undertaken. Creation of clinical practice guidelines, such as the SOC8, must take into account the viewpoints of many stakeholders. Conflicts (different approaches and opinions) are inevitable. Using a consensus building approach, we have been able to effectively address these differences of opinion. I also assisted in developing the regional guidelines on transgender health for the Caribbean, Latin America, South Africa and Asia and the Pacific - all developed using the consensus building approach

Please include a personal statement outlining your background and vision for WPATH.

I have worked in the field of transgender medicine for over 20 years and currently serve on the WPATH executive committee as well as a co-chair for the WPATH SOC 8 revision committee. My professional and personal life experiences, as a clinician, researcher and community member, are directly related to my interest in serving as the WPATH president elect. When I was growing up in the Caribbean LGBT people, especially trans people, faced extremely high levels of discrimination. This contributed to my re-locating to the USA, shortly after completing my medical degree. I trained in internal medicine and infectious disease at the University of Connecticut and obtained postgraduate degrees in epidemiology and public health before returning to the Caribbean to work as a public health director/physician. While there I was actively involved in improving access to health care to trans people through clinician training and legal advocacy. I returned to the USA in 2006. 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. I am also 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 extensive prior board experience. In addition to the WPATH board I serve on the boards of the American Sexual Health Association and the American Conference for the Treatment of HIV. I have participated in numerous international panels and guidelines committees on transgender health for the World Health Organization and the Pan American Health Organization and in writing regional and international guidelines on transgender health. In these roles I give guidance on how policies impact people of transgender experience. 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. I am committed to improved communication and transparency with the WPATH membership about board functions and decision making. Being president-elect will enable me to play a stronger role in providing organizational direction, oversight, policy development and good governance. I hope to increase representation from trans and gender diverse communities within the professional membership.

Please describe your experience in leadership positions within WPATH.

I became an at-large WPATH board member in 2018 and have been a member of the executive committee since 2020, attending monthly meetings and participating in all relevant activities. Throughout this time I have been an active participant in the WPATH strategic planning process. One of my major leadership roles has been as co-chair of the standards of Care 8 revision team. These positions within WPATH have allowed me to become very familiar with the organizational structure, current board members and executive committee functions. It has also allowed me to work with people throughout the organization including the management team and executive committee, as well as the 130 members of the SOC8 writing team. I feel well positioned to take on this new role as president elect.

Please describe any other experience in leadership positions.

I have served in other institutional leadership positions which have provided me with a unique perspective on the governance of NGOs and governmental organizations. Past professional leadership positions include being the medical director at the University of Hartford (USA), associate medical director at Callen-Lorde (USA), and head of an insular department of public health and hospital director in the Dutch Caribbean, where I was instrumental in improving health care access to LGBTQ+ people and expanding health services to people living with HIV. 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 a member of the senior leadership team.

Officer Position-Treasurer

Candidate: Loren Schechter, MD (He/Him)

Describe your previous board experience, if any.

WPATH, Treasurer WPATH, Board of Directors, member-at-large American Society of Plastic Surgeons, PlastyPac, Chair, Board of Governors (political action committee) University of Minnesota Program in Human Sexuality Leadership Council Past board member, American College of Surgeons, Board of Governors, Governor-at-large Past board member, Governing Council, Advocate Lutheran General Hospital Past board member, Norton and Elaine Sarnoff Center for Jewish Genetics (formerly The Chicago Center for Jewish Genetic Disorders)

Describe your understanding of the roles and responsibilities of Board Members.

The Board is a steward of the organization; it serves as a fiduciary and provides oversight of the organization's governance. The Board ensures that the organization conforms to its bylaws and its mission, such that the interests of the membership and the field of transgender health are advanced. To fulfill its duties and to maintain transparency, the Board reports to the membership on the activities and status of the organization. In addition, the Board participates in the organization's strategic planning and fundraising efforts. The role of the treasurer is to make certain that processes, systems, and safeguards (ie internal controls) are in place and operational. This helps to ensure that the organization's finances are managed appropriately and transparently. The treasurer works with the Board and the management team to help develop the annual budget. In this capacity, the treasurer helps to assess and evaluate the financial performance of the organization and its programs to ensure that adequate resources are available for the organization to realize its mission.

How would your competency, skills and experience complement the WPATH Board of Directors position you are seeking?

I have served as a board member and in a variety of leadership roles in several professional organizations, civic/charitable associations, and healthcare/academic institutions. My roles include(d): 1) director and/or chair of plastic surgery divisions, 2) developer and/or organizer of various professional educational and/or surgical training programs, 3) leader and/or advisor in fundraising campaigns, and 4) advisor and/or expert in advocacy efforts that promote transgender health. Through these positions, I have first-hand expertise collaborating with institutions/organizations and their administrators/stakeholders to establish a vision, develop a plan, and work as a team to achieve the desired goals. WPATH has a solid foundation, and I am committed to advancing its mission; in particular, I am devoted to safeguarding WPATH's financial

stability such that the organization can expand its outreach, educational programming, and advocacy on a global level. I hope that my experience, enthusiasm, and commitment will help support WPATH's mission. Regarding the position of treasurer, I have served as treasurer (or in similar positions) in other regional and national medical/surgical organizations. In particular, I serve as chair and member of the finance and investment committee for the American Society of Plastic Surgeons (ASPS). This committee oversees the society's investments and monitors their performance. Previously, I was the Chair of the Healthcare Economics Committee for the Chicago Medical Society, a member of the Council on Economics for the Illinois State Medical Society, and as treasurer of the Chicago Society of Plastic Surgeons (now the Illinois Society of Plastic Surgeons). These roles have familiarized me with the many facets of medical and surgical societies, both small and large, as well as local, regional, and international in scope. Within these positions, I recognized that organizations need to be financially healthy. However, there are some programs that advance the organization's mission but are not financially profitable. Identifying funding mechanisms to support these programs is critical. Similarly, WPATH offers unique programs (ie GEI) that promote its mission. I am optimistic that WPATH can pursue fundraising efforts and grant support to maintain and expand its programming. Over the last two years, as Treasurer of WPATH, following the challenges associate with the global pandemic, WPATH is in a solid financial position. Working with the board and management team, we have achieved operational efficiencies, while, at the same time, expanding programming. I believe that there are ongoing opportunities to expand the organization and continue to strengthen our financial position-doing so allows WPATH to support our mission. This includes expanding grant and funding opportunities, as well as out reach to countries and communities with resource limitations

Please comment on your commitment to diversity and inclusion.

During my career, I have worked to expand access to gender-affirming healthcare for individuals as well as through policy initiatives. These efforts began over 20 years ago, when I sought to develop a gender surgery program in Chicago. At that time, hospitals were unwilling to allow a gender surgery program, and our team was repeatedly denied privileges because these "types" of procedures were not "consistent with the mission" of institutions. Nevertheless, our team persisted, and we were ultimately successful in establishing a surgical program. One of our primary goals was to create a safe and welcoming environment. In conjunction with community partners, we developed an educational curriculum which included mandatory training in cultural competencies. Furthermore, we expanded our team to include diversity in terms of race, gender identity, and sexual orientation. This diversity has enhanced my understanding of the complexities of both gender and race, and I continue to learn from our healthcare team, our patients, and the communities we serve. Outside of the clinical setting, I am committed to expanding access to healthcare for transgender and gender-diverse individuals. This includes serving as a pro bono expert witness to combat discriminatory policies that limit and/or restrict individual's access to care. I was honored to be

recognized by the Illinois State Bar Association and The National Center for Lesbian Rights for this work. Additionally, I have advocated for the healthcare rights of incarcerated individuals and to allow individuals of trans experience to serve in the military. Most recently, I was an invited discussant at the Pentagon. While unsuccessful in our efforts, I continue to participate in the legal challenges to the current Administration's discriminatory policies. WPATH's strength lies in its diversity. Creating policies and procedures to encourage participation and to remove barriers further promotes diversity. These barriers may be financial, geographic, racial, and/or gender specific. I am committed to removing barriers and advancing civil rights on an individual and organizational basis. On a personal level, I continue to learn and enrich my understanding and awareness as to the presence of bias, prejudice, and discrimination whether overt or implied.

Please comment on your approach to creating and maintaining a collegial working relationship with other board members.

For an organization to accomplish its goals, its members must work as a team. This requires that the organization define and communicate its goals and then work to foster a collegial and collaborative environment. An essential component of a functioning team is cultivating an environment where people are comfortable in expressing their opinions and satisfied that their opinions are heard, valued, and considered. Diversity of thought and opinion is a critical component of sound decision-making, and this requires an environment built upon mutual respect. While individuals may disagree with policies or decisions, integrity in the decision-making process is imperative. Collegial working relationships require a commitment to cooperation and a willingness to listen and learn from others. This approach applies to communication within the context of the WPATH board as well as in communications with the membership; an open process builds trust and strengthens the organization.

Please comment on your commitment to consensus-building.

WPATH is comprised of a diverse membership whose mission is "to promote evidence-based care, education, research, public policy and respect in transgender health." To achieve consensus, individuals need to appreciate that they are working on behalf of the organization for the purpose of achieving these mutually agreed upon goals. One method by which WPATH works to advance transgender health is through the Standards of Care. Serving as co-lead for the surgery and post-op care chapter of SOC 8 requires working with a team of individuals, often with diverse and strongly held opinions. Achieving consensus is an iterative process that is arrived at by developing and articulating goals, listening to team members, identifying areas of agreement (and disagreement), and working collaboratively and constructively to complete the process and fulfill the recognized objectives.

Please include a personal statement outlining your background and vision for WPATH.

The strength of WPATH rests in its global, interdisciplinary membership that is committed to a unified purpose; no other professional organization brings together expertise from all aspects of transgender health, including medical, policy/advocacy, legal, social sciences, NGOs, education, etc...In order to advance transgender health on an international level, WPATH should build upon its strong foundation and continue to foster and develop relationships with other organizations and institutions that express shared goals and vision. This includes collaborating with relevant medical and surgical organizations as well as with international groups, such as The World Health Organization. I believe that further growth of WPATH's membership should include: 1) attracting and recruiting individuals, teams, and organizations on an international level, including the global south, 2) attracting and recruiting students and young professionals, and 3) removing barriers to membership (whether financial, geographic, racial, etc...) and barriers to member participation within the organization. To achieve this, WPATH must articulate a compelling vision such that existing and prospective members identify and receive value in their membership. To expand programming and initiatives, the organization must achieve and maintain financial stability. Financial stability facilitates membership outreach, access to programs, and growth and investment in new programs. The membership has raised questions regarding the cost of meetings, the opportunity for students to receive educational/research grants, the opportunity for subsidies for individuals and teams from geographically diverse areas, improved organizational transparency, etc... I believe that these objectives can (and should) be achieved; in my opinion, there are opportunities to improve operational efficiency by reducing costs, increasing revenue, and establishing metrics by which programs can be evaluated. In the role of treasurer, I have and will work with the Board and management team to identify programs and services, to understand and allocate the cost and revenue attributable to the various programs, and to establish objective metrics for these programs. I believe that this will facilitate a data-driven approach to decision-making. As with many professional associations, there will likely be programs that are critical to the mission of the organization but are not financially profitable. Support of these programs requires funding. I believe that revenue growth is possible through increasing grants, donations, membership expansion, and rigorous financial management.

Please describe your experience in leadership positions within WPATH

I have been involved in WPATH for over 20 years, and I watched the organization grow from several hundred members to over two thousand members. During this growth, I have participated in a variety of administrative and educational roles designed to expand surgical education and training. These efforts include organizing the first Surgeon's Day program at the 2007 Biennial Meeting in Chicago, IL. Over the last 13 years, the Surgeon's Day program has facilitated communication and exchange amongst surgeons across the globe. The goals of this program include expanding education, access, and training to surgeons on an international level. In addition, either in

collaboration with WPATH or through various international surgical societies of which I am a member, I have worked to develop a community of surgeons who are committed to the advancement of gender-affirming surgical care. I have served as a member of the WPATH Board of Directors since 2016. Prior to that, I served on the local host committee of the 2007 Biennial meeting, the scientific committee of multiple WPATH Biennial meetings, as well as a member of multiple WPATH committees. These committees include the Global Education Initiative Committee, the Ethics committee, and as the recent lead of a task force established to review the WPATH Management Services Agreement. Two years ago, I served as chair of the task force on WPATH Management Agreement Services, I studied and reviewed the financial position of WPATH dating back to 2013. This included an in-depth review of revenue, expenditures, and various WPATH-sponsored programs. This process improved my understanding of WPATH's operations, finances, and programming. Subsequent to this, I served as Treasurer of WPATH. I have and continue to work with the Board and Management team to streamline operations and operational efficiency while also expanding programming. I hope to be able to continue to work with the Board and management team to further strengthen the organization.

Please describe any other experience in leadership positions.

I have served in leadership roles within academic institutions, professional associations, and charitable organizations. From a clinical perspective, my current appointment is Director of Gender Affirmation Surgery at Rush University in Chicago. I have held academic previous appointments as Professor of Surgery at The University of Illinois at Chicago. I am familiar with the challenges associated with developing a gender surgery program as well as the dedication needed to do so. Additionally, I have served as Division Director of Plastic Surgery at Chicago Medical School of Rosalind Franklin University, as well as Division Director of Plastic Surgery at a large, private tertiary care institution in metropolitan Chicago. These roles entailed a variety of administrative, budgetary, and clinical skills. From a professional association perspective, I am past president of the Illinois Society of Plastic Surgeons, past chair of the patient safety committee and the government affairs committee for the American Society of Plastic Surgeons, and past chair of PlastyPac, the political action committee for the American Society of Plastic Surgeons. Over the last 5 years, the American Society of Plastic Surgeons has substantially expanded its educational programming (some in partnership with WPATH) to broaden educational offerings within the discipline of gender-affirming surgery. Currently, I serve as Treasurer of WPATH. Helping to manage the organization through the global pandemic has been a challenge. Fortunately, the organization remains strong and the future is bright. These various leadership and advocacy roles have allowed me to interact with a range of individuals who possess a wide range of skills. I hope that I have been able to learn from these individuals and their experiences such that my participation will help to benefit WPATH.

Officer Position-Secretary

Candidate: Jaimie Veale, PhD (She/Her)

Describe your previous board experience, if any.

I have served on the Board of Directors for WPATH (2018-2022) and the Australian and New Zealand Professional Association for Transgender Health (ANZPATH, 2017-2018). I was honored to be elected as the first President of the Professional Association of Transgender Health Aotearoa in 2019. In these roles, I have enjoyed the opportunity to meet and work with a diverse range of people from different backgrounds and from around the world, and to learn about the work that these associations do and the issues that are important to our members. I have also served as an executive committee or board member for a range of health or community organizations in New Zealand and Canada: Catherine White Hollman Wellness Centre, GenderBridge (including as Chairperson), Agender, Hamilton Pride, and Rainbow Youth.

Describe your understanding of the roles and responsibilities of Board Members.

The Board of Directors of WPATH is responsible to ensure that our association is meeting its mission and achieving its strategic goals. We also have a role in setting the strategic direction of the association, overseeing the management of the association, serving on committees and working groups, and making decisions in the best interests of the association. As well as a fiduciary responsibility to the association and its members, we have a responsibility to ensure that WPATH is run in an ethical manner.

How would your competency, skills and experience complement the WPATH Board of Directors position you are seeking?

I am seeking the position because I believe that my competency, skills, and experience would complement the board and help to further the goals of WPATH. I am a strong advocate for transgender rights, and have worked to promote policies and programs that improve the lives of transgender people. I believe that my skills and experience would be a valuable asset to our association, and would help to further the goals of WPATH. I would bring a useful perspective to the WPATH Board of Directors as a transgender woman, an academic, researcher, and although I do not currently practice clinically, I have received training as a clinical psychologist. As a researcher, I am accustomed to thinking critically and analytically about complex problems and issues and I have a deep understanding of the scientific process and the ability to effectively communicate complex information. I am familiar with the latest developments in the field of transgender health and am committed to staying up-to-date on the latest research. I believe this knowledge would be valuable in helping to shape WPATH's policies and position on key issues in our field. In addition, my experience in conducting

research and communicating findings to both academic and lay audiences would be beneficial in helping to shape the direction of WPATH's educational and outreach initiatives. In my research career, I have experience working with diverse groups of people and am familiar with the challenges and opportunities that come with managing diverse perspectives. I believe this experience would be valuable in helping to promote an inclusive and welcoming environment within WPATH. I have a psychology background, and I am committed to promoting the mental health and well-being of the transgender community. I am a strong advocate for affirming care for transgender people, and I am passionate about working to ensure that transgender people have access to the resources and support they need to live healthy and fulfilling lives. I am also committed to promoting transgender inclusion and equity and working to ensure that transgender people have equal access to education, employment, and housing. I have been an active member of WPATH since 2007, have attended every WPATH conference since then, and have served on its board since 2018. I have a strong commitment to the mission of WPATH and believe that my experience and knowledge can help the Association move positively towards its goals. Finally, as someone who has worked in the field of transgender health for 15 years and conducted research on transgender health and well-being on two continents, I have a deep understanding of the challenges faced by transgender people and the unique contributions that they can make to society. This perspective would be valuable in shaping WPATH's advocacy efforts and in developing policies that are informed by the needs of transgender people.

Please comment on your commitment to diversity and inclusion.

I am committed to promoting diversity and inclusion within WPATH and ensuring that all members feel welcomed, respected, and valued. I strive uphold a standard of equity, access, and opportunity for all individuals, regardless of their social identity. This includes, but is not limited to, race, ethnicity, national origin, religion, gender, sex characteristics, sexual orientation, and disability. I will work to ensure that WPATH's policies and practices reflect this commitment and will advocate for policies and practices that ensure that all members have an equal opportunity to participate and lead. I will strive to create a safe and welcoming environment for all individuals by promoting respect and understanding. I will do my best to be aware of and respectful of diverse cultures and experiences and to be an ally for those who are most marginalized within our communities. I also strive to be conscious of my own biases and to work to create an environment in which all voices are heard. I am committed to working collaboratively with others to promote diversity and inclusion within WPATH and throughout the wider transgender health field. I will also work to identify and address systemic barriers that prevent individuals from fully participating in our association.

Please comment on your approach to creating and maintaining a collegial working relationship with other board members.

It is important to have a collegial working relationship with other board members in order to effectively govern our association. I strive to maintain an open and inclusive environment, where board members feel comfortable sharing their ideas and perspectives. I would also make sure to keep communication open and honest, so that we can all work together effectively. I understand the importance of being respectful and valuing the opinions of others. I try to be responsive to the needs and concerns of others, which helps to create an atmosphere of trust and mutual respect.

Please comment on your commitment to consensus-building.

I am willing to listen to the views of others and to work together to find solutions that are acceptable to all parties. I believe that consensus-building is the best way to avoid conflict and to create an atmosphere of cooperation within WPATH. This means being open to hearing different points of view, being willing to compromise, and being patient in order to come to the best possible solution for our association. I am committed to consensus-building because it is a process that allows all voices to be heard and that everyone has a chance to contribute to the final decision.

Please include a personal statement outlining your background and vision for WPATH.

I am a trans woman, a researcher, and an academic with a passion for working with the transgender community. I have worked in the field of transgender health for over 10 years, and have seen firsthand the challenges and opportunities for advancement that we face. My goal is to help WPATH become a more inclusive and diverse organization that is better equipped to support the needs of the transgender community. I envision WPATH as a thriving, international community of professionals committed to improving the lives of transgender people through the promotion of evidence-based care and a global resource for transgender people, their families, and allies. I also envision our association being a leader in promoting transgender rights, committed to social justice and equity for all transgender people, especially those in the Global South. To do this, I believe that WPATH needs to: -develop partnerships with other professional and community organizations to help expand our reach and impact -ensure we have a focus on promoting transgender health equity -work to eliminate all barriers to accessing care and living authentically -work to eliminate the stigma and discrimination that transgender people face in all areas of their lives -lead the way in developing ethical standards of care for transgender people and providing education and training to healthcare providers on how to provide appropriate and compassionate care to transgender people -work to increase access to care and support for transgender people in the Global South and in underserved communities

Please describe your experience in leadership positions within WPATH.

I have served as a leader within WPATH for many years. I have served as a board member since 2018, Co-Chair of the Scientific Committee of the 2022 WPATH

Symposium and Chair of the adult mental health stream of the 2020 WPATH Symposium, and author the WPATH Standards of Care. In each of these roles, I have worked to promote the mission of WPATH and to ensure that the Standards of Care are evidence-based and reflect the latest international best practice. As a leader within WPATH, I have found it very rewarding to have had the opportunity to work with a diverse group of individuals, all of whom are committed to the WPATH mission. I have also been able to build relationships with other leaders in the field.

Please describe any other experience in leadership positions.

I have been a leader in many different capacities throughout my life. My excellent research leadership is demonstrated by my publication of 40 peer-reviewed academic journal articles in many disciplines, and my work has been highly cited. I hold a prestigious Rutherford Discovery Fellowship, which are awarded to 10 leading early and mid-career academics in Aotearoa New Zealand each year. I have also been awarded over US\$800,000 in highly-competitive research grant and fellowship funding as Principal Investigator in both Aotearoa New Zealand and Canada. As President of the Professional Association for Transgender Health Aotearoa (PATHA), I took a leading role in organizing two national symposia, each with over 200 delegates. It has been a great privilege to work with such a passionate and dedicated group of individuals who were committed to promoting transgender health in Aotearoa New Zealand. I am very proud that PATHA has been able to achieved a lot in a short space of time, raising awareness of transgender health issues and high-quality practice and care for transgender people. In all of my experience in leadership positions, I have learned how to lead by example, how to delegate tasks, and how to inspire others to reach their full potential. I am always looking for ways to improve my leadership skills, and I am grateful for the opportunities I have had to grow as a leader.

Member-at-Large Position

Candidate: Javier Belinky, MD (He/Him)

Describe your previous board experience, if any.

I was a member of the board of the Argentine Society of Urology, the American Confederation of Urology and I am an active member of Wpath.

Describe your understanding of the roles and responsibilities of Board Members.

The role within a board includes the responsibility for decisions that will have an impact not only on the members but also on the community for which Wpath works every day. Responsibility, respect and decision-making in a consensual manner are the key to the proper functioning of the commission.

How would your competency, skills and experience complement the WPATH Board of Directors position you are seeking?

I have been working for more than 17 years with people with a transgender identity. I performed my first surgery in 2007 and I have significant experience in surgical management as well as its complications. I have interrelation with locoregional colleagues in South America. this enables a wide spread of WPATH locally.

Please comment on your commitment to diversity and inclusion.

My commitment and dedication to the community is 100% in my professional and personal practice. I defend rights and work for their welfare in all my practices.

Please comment on your approach to creating and maintaining a collegial working relationship with other board members.

Having experience in board participation, I am committed to a respectful and inclusive consensus dictated solely for the benefit of the community and the growth of WPATH together with it.

Please comment on your commitment to consensus-building.

The key in guidelines is consensus. With a lot of work we have updated the SOC within which I am a part in the surgery area.

Please include a personal statement outlining your background and vision for WPATH (max 500 words).

Rarely in medicine does one have the option of working in an interdisciplinary society like Wpath. Being able to share with peers from multiple areas with different perspectives on the same topic is something fascinating. The growth potential of Wpath is fantastic at a global level and joint and continuous work is the key to this end.

Please describe your experience in leadership positions within WPATH, if any (max 500 words).

I have previous board work experience as well as the personality to generate an opinion if necessary. I think that on radical issues you have to have the personality of consensus to achieve an agreement that benefits and that projects and ideas are not just proposals.

Please describe any other experience in leadership positions (max 500 words).

Chairman of the American Confederation of Urology Committee on Reconstructive Surgery
head of the reconstructive surgery committee at the Argentine Society of Urology
Local organizer of the Wpath Symposium 2018.

Member-at-Large Position

Candidate: Uri Belkind, MD, MS (He/Him)

Describe your previous board experience, if any.

I have held membership position on the board of directors of both community and medical organizations. I initially served as a representative designee, shortly after its inception, and later as an elected board member for the Bronx LGBTQ Community Services Center from 2013-2015. We were extremely successful in providing multiple resources to the LGBTQ community on the Bronx such as a legal clinic, support groups for LGBTQ youth and elders, “Meet the candidates” events, and Bronx Pride events. Since 2021 I have been a board member for the South Florida Transgender Medical Consortium which has, through its yearly South Florida Transgender Medical Conference, reached over 2,300 medical and behavioral health professionals to reduce barriers to care and increase the number of competent licensed trained professionals in the state of Florida.

Describe your understanding of the roles and responsibilities of Board Members.

The members of the Board of Directors, working as a team, have the responsibility to further the organization’s mission by acting as external representatives for the organization as well as an organism to gather input from members and implement changes that will enhance said membership. As a board member at-large I would expect to participate in activities that will allow WPATH to: 1. Expand its reach and grow membership, 2. Maintain fiscally responsible practices to ensure sustainability of the organization and further ability to fulfil its mission, and 3. Vigorously advocate to improve living conditions of the global transgender and gender non-conforming community with a special focus on access to comprehensive, evidence-based, high-quality, community and patient-centered health care.

How would your competency, skills and experience complement the WPATH Board of Directors position you are seeking?

I have been providing direct medical care to a large population of transgender adolescents and young adults for almost 8 years in a community health care setting while also serving as a medical director of the youth program and supervising 5 other medical providers who provide care to approximately 800 transgender adolescents and young adults yearly. Previously, I provided care to a diverse population of inner-city adolescents. These opportunities have allowed me to develop a deep understanding of the needs of adolescent and young adults from multiple historically marginalized communities (LGB, TGD, racial minorities, immigrants, etc). Along with these

experiences, I have been fortunate enough to provide various talks and trainings related to the care of transgender youth and adults in various countries in North and South America and have provided education and support to medical providers in the United States who were either considering or just beginning to offer transgender-related health services. I have also served on the program and abstract committees for various national conferences and have a strong background in epidemiology and research design which have allowed me to develop a nuanced understanding of the challenges facing the transgender and non-binary communities in the United States and Globally. Along with my past and current experiences as a board member, I believe I am well-positioned to carry out the responsibilities of a board member at-large successfully.

Please comment on your commitment to diversity and inclusion.

I am a cis-gender, gay, Mexican, Jewish male. While I walk through life enjoying great privilege which is not afforded to others, I have experienced some of the challenges that members of historically marginalized communities face every day. I am acutely aware of my privilege and the opportunities that I have been afforded and, as such, will use this opportunity to seek, engage with, and amplify the voices of members of these communities. I have ensured that I and others in my organization have undergone training in diversity, equity and inclusion (DEI) and look forward to sharing tools and other resources with board members.

Please comment on your approach to creating and maintaining a collegial working relationship with other board members.

I deeply believe in the mission of WPATH and I am a fierce advocate for reducing barriers to care for TGD adolescents and adults alike. With this in mind, any attempt towards reaching those goals, is a welcome endeavor. While approaches, styles, and intermediate goals may vary, I am focused on these ends and welcome differing strategies based on each of our experiences and skill sets. I believe every idea is worth honest and respectful exploration and I think this is the best way to lend equal importance to every voice at the table. This also includes leading with kindness when disagreeing and being open to receiving constructive criticism and feedback in order for all of us to maximize our efforts towards our shared goal.

Please comment on your commitment to consensus-building.

Consensus-building goes hand in hand with maintaining a respectful working relationship. Openness to learning about varying experiences and approaches in order to obtain the full picture is imperative to develop solutions that will further our mission. Throughout my professional life I have learned that reaching for perfection is much less

important than allowing room for progress and that competing priorities are an integral part of said progress. The best outcome is not always the ideal outcome, but there will always be future opportunities that will allow us to inch closer towards that ideal.

Please include a personal statement outlining your background and vision for WPATH

Twenty six years ago, around this time of year, in Mexico City, as I prepared for my first days of medical school, I could have never imagined that the road ahead would lead me here. From working in public hospitals throughout Mexico and serving mostly Hispanic, Haitian, and West African communities in Miami and the Bronx, to learning about and from the Dutch health system while completing a master's degree in Rotterdam, I always found great joy and satisfaction in the work I did with the diverse community of young people that sought health care services. However, nothing could have prepared me for the immense gratitude, relief, and elation I have shared for the past 8 years with hundreds of patients when they walk through the door and realize that none of the difficulties they had replayed in their mind time and again when they were finally able and ready to access hormone therapy came to pass. Never rushed, never given lightly, these prescriptions hold the promise of such immense relief to those that need them; it has been my goal from my first few days at Callen-Lorde to make this care as safe and as easily accessible to all who seek them, and this has been the approach I have shared with the team of medical providers I have trained and supervise as Clinical Director of our growing adolescent and young adult program. I have had the immense fortune of learning from and with some of the most thoughtful and caring transgender health care specialists there could ever be. I have carried their lessons with me to all aspects of my professional and personal life and this has been the lens through which I prepare and deliver trainings and talks focused on transgender health to health care providers of various disciplines and in various countries. This knowledge and these skills are also at the forefront whenever I review educational and research abstracts while serving in program committees for different scientific meetings, review manuscripts for a number of scientific journals as an independent reviewer, lead special interest groups in medical societies, and provide technical assistance for the development of health services throughout the Caribbean and Latin America. All of these experiences, as well as others gained as a participant in research teams and coalitions advocating for laws expanding health care access for runaway and homeless adolescent minors, have allowed me to develop the necessary skills needed to be a valuable addition to WPATH's Board of Directors. I will bring a broad skillset, personal and professional experiences, awareness of many of the challenges faced by our communities in other countries and by historically marginalized communities, and an unwavering enthusiasm towards advancing WPATH's mission.

Please describe your experience in leadership positions within WPATH.

None, however, I have attended conferences and presented on research at WPATH meetings and have discussed the board commitment with current board members.

Please describe any other experience in leadership positions.

Aside from my roles as a board member for the Bronx LGBTQ Community Services Center and the South Florida Transgender Medical Consortium, I have held leadership positions in various stages of my professional life and across various organizations. One of my first leadership experiences came as Chief Resident for the Pediatrics Residency Program at Holtz Children's Hospital at the University of Miami. After completing training, I was recruited as Chief of Adolescent Medicine at St. Barnabas Hospital and Union Community Health Center in Bronx, NY and most recently as Associate Director of Medicine for Adolescent Medicine and Clinical Director of the Health Outreach to Teens (HOTT) program at Callen-Lorde Community Center. I have served in the program and abstract committees for GLMA, SAHM, and NASPAG and I have co-chaired the Adolescents Living with or At-Risk for HIV Special Interest Group for SAHM.

Member-at-Large Position

Candidate: David Inwards-Breland, MD (He/Him)

Describe your understanding of the roles and responsibilities of Board Members.

The responsibilities of the WPATH Board Members are to uphold the mission and vision of the organization and at times should re-visit the mission and vision during strategic planning for the organization. The Board should hire, monitor, and evaluate the Executive Director based on the needs, strengths and weaknesses of the organization and provide regular/timely feedback of this position. Also, the Board should provide financial oversight of the organization, orient new board members, legal compliance, and ethical integrity, enhance the organizations public standing, and strengthen the organizations programs and services.

How would your competency, skills and experience complement the WPATH Board of Directors position you are seeking?

As Chair of a BOD, I spearheaded evaluation of and feedback to the Executive Director, ran meetings via Roberts Rules of Order and was a diplomate for the organization to the public. In addition, I helped with fundraising for the organization.

Please comment on your commitment to diversity and inclusion.

I believe wholeheartedly in diversity and inclusion. I am an African American, cisgender, gay man whose current mission is to help eradicate disparities, especially in communities of color. To have diversity and inclusion, someone like me should be on the Board of Directors and folks like me should be recruited and retained. To be an advocate for diversity and inclusion, an organization should not wait until diversity finds them, they should find the diversity.

Please comment on your approach to creating and maintaining a collegial working relationship with other board members.

As mentioned before, I have always maintained professional and collegial working relationships with ALL professionals, especially my time serving on a BOD. I served two terms as Chair of a BOD which was elected by the BOD itself. Diplomacy is key but also it is important to listen to every voice so they can be heard. If you believe in the mission and vision, compromise is always a key element to working relationships.

Please comment on your commitment to consensus-building.

I do commit to consensus-building as many members of a board may not totally agree on a topic but can see past their apprehension for the better good of the organization and the people it services. As long as voices are heard, consensus-building can be attained through gathering all the evidence and discussing as a Board with the goal of consensus for the organizations mission and vision.

Please include a personal statement outlining your background and vision for WPATH

I am currently the Division Chief of the Adolescent and Young Adult Medicine Division at Rady Children's Hospital; Co-Director of the Center for Gender Affirming Care and Clinical professor of Pediatrics at UC San Diego School of Medicine. I am from southern California and attended UC San Diego for undergraduate, majoring in Biology. I attended the UC Berkeley School of Public Health and received a Master of Public Health. I went on to receive my MD from UC Davis School of Medicine. I completed a pediatric residency at UC San Francisco Benioff, East Bay, California. After completing a National Health Service Corps obligation in Albany, Georgia, I returned to California and worked as an attending at UC San Francisco Benioff, East Bay, working in the teen clinic. After 6 years of working as a general pediatrician, I decided to enter a fellowship at UC San Francisco Benioff San Francisco in Adolescent Medicine. Previously, I was clinical director of the Division of Adolescent Medicine; Seattle Children's Hospital and later founded and served as the medical director of the Seattle Children's Gender Clinic. He the recipient of awards including Top Doctors, Award for Distinguished Service in Promoting Diversity at Seattle Children's Hospital and Community Leader of the Year from the Greater Seattle Business Association. I now sit on the American Board of Pediatrics, Sub-board on Adolescent Medicine. My vision for WPATH is to help increase diversity and inclusion within the organization by serving in it, introducing people of color who serve transgender and non-binary people who can continue the legacy of diversity and inclusion resulting in reaching those gravely effected by the host of disparities experience in gender diverse communities, especially comminutes of color. As a result, I will be leaving Rady Children's/UCSD and joining the faculty of Morehouse School of Medicine where I will be serving a community of color.

Please describe your experience in leadership positions within WPATH

I currently do not hold any major leadership position in WPATH except for being one of the inaugural medical mentors for the GEI certification process. I helped to create information explaining the process to potential mentees and I help new medical mentees with advice learned from previous mentoring groups.

Please describe any other experience in leadership positions

I have served as Chair and Vice-Chair of the Seattle Counseling Service. I helped to found and was the first Medical Director of the Seattle Children's Gender Clinic. I am currently the Division Chief of Adolescent and Young adult Medicine at Rady Children's Hospital. I

hope to become the first Medical Director of a gender-affirming program at Morehouse School of Medicine.

Member-at-Large Position

Candidate: Scott Leibowitz, MD (He/Him)

Describe your previous board experience, if any.

N/A

Describe your understanding of the roles and responsibilities of Board Members.

First and foremost, Board Members must act in accordance with the mission of the WPATH organization, promoting evidence-based care, education, research, public policy, and respect in transgender health. Board members have a significant impact on the shape and direction of the organization during their term, a responsibility I would not take lightly. An At-Large member has a four-year term, during which one needs to attend meetings regularly, including in-person at the biennial symposium. It is incumbent on all members of the Board to be familiar with the Bylaws and operation of the organization.

How would your competency, skills and experience complement the WPATH Board of Directors position you are seeking?

I believe my experience and training is unique as a child and adolescent psychiatrist who worked through the development of three different clinic models since entering the field in 2008. I bring a developmental and evidence-based lens through the perspective of a cis white gay male. I also have a strong foundational understanding of the Global Education Institute and Standards of Care 8th version given my leadership role in both. Similarly, I practice in an environment where there are legislative challenges to the very work I am doing, and therefore have a strong sense of the advocacy needs both nationally and globally. Lastly, I have participated in trainings in other countries and believe I can modulate to understand the varying health needs for transgender people across the globe.

Please comment on your commitment to diversity and inclusion.

My commitment to diversity and inclusion is strong, and I believe I have the track record of being able to appreciate my own power and privilege as it relates to being effective with D&I efforts. I believe it's important to recognize the balance between being a proactive ally and a humble listener when it comes to being a cis white man advocating for D&I efforts. My hope is that my voice- as a person aware of my position of power and privilege- can be valued as an asset to minority individuals in spaces where I can be most effective.

Please comment on your approach to creating and maintaining a collegial working relationship with other board members.

I believe I am most effective when I can build strong working relationships with others on the team. Part of my training is to be able to understand and relate to the perspectives of those with whom I may disagree. I believe it is important to actively listen to others and learn how to talk through disagreements in a constructive manner so that healthy collegial relationships can flourish on the basis of respect and trust.

Please comment on your commitment to consensus-building.

Organizations depend on leaders rooted in consensus-building, not divisiveness, in their pursuit of progress for the mission at hand. For WPATH, this is absolutely crucial given the moment in history the field is situated across the globe. I believe I have a strong record throughout my career of being a consensus builder, one who appreciates that the strength of the effort is far higher when there is a strong commitment to consensus-building behind a particular policy or aim.

Please include a personal statement outlining your background and vision for WPATH

It would be among the biggest honors of my career to date if I were selected to serve on the WPATH Board as a Director-At-Large. I am a child and adolescent psychiatrist who trained at Boston Children's Hospital in 2008 in the midst of the beginnings of its Gender Management Service, one of the first multidisciplinary gender affirming care clinics in the United States. 14 years later, I've worked in two additional multidisciplinary clinics (Chicago, and now a Medical Director of the THRIVE clinic at Nationwide Children's Hospital in Columbus, OH) and I currently find myself situated in the direct line of a political attacks on the healthcare of trans youth in Ohio. In the beginning, I could only imagine that the healthcare for transgender people would have become less controversial, not more. And so it is from that perspective- one that can truly appreciate the evolution of the culture, politics, research, education, and clinical & advocacy needs of trans youth- over the last decade. Allow me to address my cis-white-american-ness as it relates to serving minorities with lived experience that I do not have. I hold a strong commitment to diversity and inclusion and am always conscious of the demographic makeup of a room, mentally noting when and if any voices are missing, with the aim of correcting that in the future. In me you will find a person of compassion who is aware that we all have continued work to do to address our respective blindspots. I believe it's important to recognize the balance between being a proactive ally and humble listener. My hope is that my voice- as someone who acknowledges my own position of power and privilege- can be valued as an asset to minority groups in spaces where I can be most effective. I believe I understand and am deeply committed to the WPATH mission and the issues facing trans people across different parts of the globe. Having attended every meeting since Atlanta 2011, I have seen this organization grow and evolve, and I place high value in knowing its history in order to further develop a vibrant WPATH of

the future. That future is one where trans healthcare isn't questioned as "controversial" whatsoever. It is a future where the existence of trans people is just as much a non-issue as a daily routine. I believe in a WPATH that is highly respected and effective alongside other mainstream professional medical associations. Through networking and relationship-building, I believe I possess the skills to further this effort. In me you will find a compassionate, dedicated, and pragmatic voice. I have testified (and won) in Federal Court facing lawyers who want to eradicate trans youths' rights. I convince rejecting parents of all types to accept their kids for a living. I place high value in understanding multidisciplinary voices in different healthcare systems. And if for no other reason, I will entertain WPATH staff and leaders with my mean piano playing skills. Thank you for the consideration.

Please describe your experience in leadership positions within WPATH

I have participated as a leader and learner in the Global Education Institute, now serving as co-chair of the Curriculum committee after years of leading the advanced child and adolescent course. I have participated in authoring several policy statements of importance, including the WPATH statement against ROGD and that in response to bans of gender affirming healthcare for minors. I am intimately acquainted with the Standard of Care 8. As Co-Chair of the Adolescent chapter guidelines, I worked as a consensus-builder to develop evidence-based guidelines that I believe will lead to the improvement of so many more trans youths' lives around the globe. Recognizing there may be some who feel differently, let's grab coffee and talk it through! I have good working relationships with WPATH staff and believe my leadership experience in WPATH has prepared me well for this next step in service to the organization and trans people across the world.

Please describe any other experience in leadership positions

My other hat was serving as co-chair of the Sexual Orientation Gender Identity Committee for the American Academy of Child and Adolescent Psychiatry for eight years from 2013-2021. In that capacity, I had the opportunity to educate and advocate for trans youth within the leading organization for child/adolescent psychiatrists in the country and beyond. I authored the conversion therapy policy statement that addressed both gender identity and sexual orientation, among other policy statements advancing the rights of trans youth. Our committee oversaw the presentations on the topic at the Annual meeting, and under my leadership there was an exponential growth of accepted presentations at our annual meeting in October. Countless child and adolescent psychiatrists have appreciated the work of our committee and I am proud of its accomplishments. I believe that this work in a different organization gives me great perspective to be able to lead a WPATH into a future that is rooted in connections with other professional societies.

Member-at-Large Position

Candidate: Chris McLachlan, MA (He/They/She)

Describe your previous board experience, if any.

I have served on the following boards: Sexuality and gender division executive of the Psychological society of South Africa: Chairperson (2021-current); Vice-chair (2019-2021); Board member (2015-2019). Professional Association for Transgender Health South Africa: Board chairperson (2020-current); Founding member. Wits Reproductive Health Institute, Key Pops- Transgender clinics: Advisory Board (2019-current). Southern Africa HIV Clinicians Society: Co-chair of core-committee developing the South African Gender Affirming Guideline (2019-2021) iPsyNet (International Psychological network focusing on sexuality and gender diversity) Representative from South Africa (2019-current). Board of Gender Dynamix: Chairperson (2015-2020) Vice-chair (2015) Board member (2014) Gay and Lesbian Network Pietermaritzburg: Board member (2018-2021).

Describe your understanding of the roles and responsibilities of Board Members.

Board members are there to give oversight in an organization and to take on the leadership role. At times this leadership may also be in the form of giving direction - having said that though means that it is not about a personal agenda but to serve the needs and goals of the WPATH members, support the vision and mission of the organization and to serve the transgender and gender diverse community and nonbinary community focusing on their healthcare needs. To be on a Board is not to participate in the day-to-day activities of the organization but rather as the support to the Executive Committee. One needs to uphold the ethical guidelines and engage where ethical breaches may occur. WPATH as a leader in gender affirming healthcare has led in example in the world and the WPATH's Standards of Care has been leading and influencing ethical ways of care and made it possible to access care. As a Board member it is important to not only continue with the amazing work that has happened in and through WPATH but also to listen to the voices of our trans and gender diverse and nonbinary community. In most of the Boards that I served on we were also involved in organizational planning and then the oversight of the implementation of it. At times it is also then to serve in certain subsections or committees. To be a Board member is to represent the ethos of the organization and to maintain the integrity of the organization. For me the greatest task though is to always serve the community, the members and work towards a world where diversity will not only be celebrated but also where all people will have access to evidence-based gender affirming healthcare.

How would your competency, skills and experience complement the WPATH Board of Directors position you are seeking?

As a genderqueer trans-masculine person, who is exploring NB ways of being, I will bring to the Board my lived experience and understandings. As a clinical psychologist, working with many transgender, gender diverse and NB persons I will bring my professional knowledge and understandings to the Board. Being involved in NGOs and NPOs and advocacy I will be able to bring those gained knowledges to the space. Being part of professional organizations and being part of developing affirming guidelines for psychological professionals working with sexuality and gender diversity and later gender affirming guidelines for South Africa, which we hope will be adopted into the department of health in South Africa, also gives me an unique perspective. I had the opportunity to be part of SOC8, as well as, doing training focusing on NB for WPATH and served on a panel previously during the WAS conference. Living in the Global South, living in Africa, in a lower income country, also gives me an unique perspective. I strongly believe that a voice from Africa is needed. Being in a country where we do not have all the services as in the Global North, gives us unique ways of 'doing' gender affirming healthcare. We need to be creative. We need to work as a team. We need to find new ways of enabling TGD and NB people to be free and live their best selves. I have been involved in training and have presented papers at various conferences, symposiums and congresses. And also published peer reviewed articles, as well as opinion pieces. To be trans and to be the parent of a trans child enables me to bring new understandings from an African perspective. Having been part of the trans activist spaces also gives me a unique perspective to some challenging aspects. I strongly believe in ethical ways of being and to affirm diverse identities by upholding the international human rights principles which are also echoed in South Africa's Constitution. I am a strong leader and will add those qualities to the space, but I am also compassionate and able to listen to different perspectives. As a psychologist I aware that I prefer to function within a 'holding space' and through respect engage with difficult topics and diverse ideas and beliefs.

Please comment on your commitment to diversity and inclusion.

I believe in celebrating the diversity that is found in all humanity. I see within being human so many diverse aspects, being it gender, being it sex, sexuality, race, culture, neurodiversity and so much more. It is in essence the diversity of life that makes life not only interesting but also broadens one's understanding and experience. Affirmation of gender diversity is key not only in my clinical work but also in my engagement with others and self. Through this affirmation comes inclusion and also restorative justice. It is horrible how many people are unable to live their gender identity within this world. Not only does it impact the person's mental health and functioning on so many levels, but often they have to deal with minority stress as they (we) are marginalized, experience non affirmation and even internalized transphobia. I believe denying GAH goes against the medical Ethics as it leads to harm. As a healthcare provider, and

possible Board members, I cannot only affirm the trans and gender diverse and/or nonbinary person, but I also have to advocate for all to be able to access GAH. I am well aware that many TGD and NB people are very resilient and I cannot state that I am able to speak on their behalf, but I am able to speak from my experience of various intersectional diversities and my quest for inclusion for my community through a participatory approach.

Please comment on your approach to creating and maintaining a collegial working relationship with other board members.

I see a Board as a group of people that are there due to being passionate about an organization. Being part of the Board of WPATH I believe that the members will have the mission and vision of the organization at heart. Through respect and open communication Board members can find ways to work through difficult and challenging aspects focusing on the greater good and upholding WPATH's ethos. The collective's voice is also greater than the individual but at times the individual may be in a position where serving the broader space can be to uphold the ethical, transparent and accountable opinion. Where I serve and served as Chairperson I strongly believe in opening and holding the space for all voices to be heard and working towards reaching consensus on contentious issues, or at least finding a way where one can move forward in an accountable way. My leadership style is much more participatory and upholding the ideas of Ubuntu. Realizing that one is serving on a Board has always enabled me to do my best for the organization and focusing on whom the organization serves.

Please comment on your commitment to consensus-building.

Consensus is always the most important way of moving forward. One can only reach towards that when all the members that want to raise their ideas and opinions could do so. And even when a 100% consensus is not reach, the Board can still move forward in an ethical and accountable manner. Reaching consensus, where all could ventilate the issue, enables a Board to grow together in leadership and by being able to reach it may take more energy within the space, but in the long run, it makes the Board stronger and enable the Board members to speak from one voice.

Please include a personal statement outlining your background and vision for WPATH

WPATH has shaped my own personal life and growth in various ways. It informed my studies and research, it enabled me to use the SOC in my own journey of gender affirmations. It has shaped my clinical care of my clients/patients. WPATH has inspired me and attending the Symposium in person and virtually adds to my knowledge, understanding and practice. I believe in Doing Hope. I believe in ethical ways of being. I believe in equality and the right to live one's truth. The diversity in gender and NB ways of being adds to the richness of life. But often the services are not available and people have to live their lives hidden and disengaged from their true selves due to a world that

does not affirm gender diversity. WPATH has the role of promoting evidence-based care. Through building the name of the organization through being involved in education, research and engagement in gender affirming healthcare, WPATH is now seen as the leader in trans healthcare. The organization has influenced the way gender affirming healthcare is practiced across the world, has had impact on various policies and has served the healthcare providers that at times have too put their own professional status on the line. My vision for WPATH aligns with the vision of WPATH where healthcare providers and TGD people from civil society can connect and share ideas and understandings. Where people can learn from one another and find ways of improving GAH and access to GAH. Where evidence-based research can improve the services of the GAH providers and find ways of encouraging healthcare providers and mental healthcare providers to serve the TGD and NB community. I believe as WPATH we need to listen to the voice of our TGD community and never forget that they are resilient individuals that have lived in a world that is mostly not friendly and accepting towards diversity. WPATH needs to keep on doing hope in the TGD and NB world of healthcare and serve the community in ethical and accountable ways.

Please describe your experience in leadership positions within WPATH

None

Please describe any other experience in leadership positions

I have served over the years in diverse spaces and Boards. I have served not only in professional spaces but also in civil society organisations focussing on trans and gender diverse issues, rights and freedoms. I have been a Board member but also the chairperson of various Boards. I believe in a participatory approach where each member has the space to speak their opinion and truths. Where their voice is valued and through discussion the members find ways to move forward in ethical and accountable ways. Being part of professional societies and serving on their Boards bring ones own passions and profession together. It is a space where one serves the members from one's profession but also the larger community. I have served on the Boards of Gender Dynamix, Gay and Lesbian Network, PATHSA, PsySSA SGD and the advisory board of Wits RHI's trans clinics. To serve on a Board is a commitment, passionate and hard work and an honor. I hope to serve, if selected, on WPATH's Board in an ethical and accountable way.

Member-at-Large Position

Candidate: Sari Reisner, ScD (He/Him)

Describe your previous board experience, if any.

I have not been on a board previously, though I have had other leadership roles. I understand the roles and responsibilities of a board member, and the competencies, skills, and expertise needed. This includes building and strengthening relationships, strategizing operations and goals, having sometimes difficult conversations, achieving consensus, and seeking funding.

Describe your understanding of the roles and responsibilities of Board Members.

Board members are committed to the long-term mission of WPATH, to seeing the organization grow and flourish. The Board is responsible for strategically overseeing operations and helping make important decisions in situations that the organization may face. This includes advancing the organizational mission through policies and procedures, strategic planning and oversight, oversight of operations (including via bylaws or governing rules), marketing and communications, fiduciary responsibilities., and others. Board members attend and participate in meetings, cultivate relationships, engage in productive dialogue, build consensus, serve as trusted advisors, represent stakeholders, and ensure a diverse and inclusive organization.

How would your competency, skills and experience complement the WPATH Board of Directors position you are seeking?

I am an epidemiologist and have conducted research in transgender and gender diverse health for more than 15 years through academic-community-based partnerships, including leading multiple large government-funded research grants. I am committed to advancing transgender health globally. I am passionate about trans health, and a leader in research and community spaces. I value integrity, transparency, effective collaboration, and data to drive decisions, and I work well with others and have a high level of professionalism. I have seen the field of trans health shift and change, since a trans health burden global review paper I led was published in The Lancet in 2016. There is more change to come. I feel confident I can positively impact change.

Please comment on your commitment to diversity and inclusion.

I am committed to diversity and inclusion. I would like to see WPATH leadership reflect the diversities of transgender and gender diverse communities and those who serve them globally. I am mindful of how intersectionality – experiences of power and

oppression due to multiple social identities and social statuses – impact the real-world functioning of organizations and organizational cultures. I am mindful of my own power and privilege as a Harvard-educated White transgender man in the US.

Please comment on your approach to creating and maintaining a collegial working relationship with other board members.

I am easy to get along with and good at building consensus. Differences of opinion are important as are healthy, productive conversations and dialogues. The basis of good working relationships is mutual respect, honest communication, and perspective-taking - and I will use this approach to create and maintain collegial relationships with other board members.

Please comment on your commitment to consensus-building.

Consensus-building and reaching agreement can be difficult, particularly when there are many different opinions, stakeholders, and interests in the room. Brainstorming, problem-solving, hearing and listening to others, and engaging in processes of group transformation (such as 360 perspective-taking to get all stakeholder views) can all help get to a consensus that everyone can accept. Consensus-building is essential WPATH as an organization to grow and flourish.

Please include a personal statement outlining your background and vision for WPATH

Trained as an epidemiologist and health inequities researcher, my program of research focuses on HIV prevention, mental health, and transgender and gender diverse population health. I am Director of Transgender Research at Brigham and Women's Hospital, Assistant Professor of Medicine at Harvard Medical School, and Assistant Professor of Epidemiology at Harvard T.H. Chan School of Public Health. I am also Director of Trans Health Research at The Fenway Institute at Fenway Health, a community health organization in Boston MA that has contributed to clinical care models for transgender people and serves >5,000 trans patients annually. I use a participatory population perspective to work "with" not "on" trans communities in my research. As Principal Investigator of multiple transgender studies, my research is funded by NIH, PCORI, and other national and global entities. I contribute to the terminology chapter in the upcoming WPATH SOC8. I am dedicated to health equity for transgender and gender diverse people. Health equity achievement for trans and gender diverse people will take not only the provision of gender-affirming care, but also the advancement of human rights. My vision is that WPATH will address health holistically, including the social and political context in which it occurs. This means addressing stigma and social determinants of trans population health. In addition, leadership from transgender and gender diverse people is vital to the mission of WPATH as an organization, and to the field of transgender health more broadly. Therefore, have transgender and gender diverse people engaged in WPATH is a priority for me.

Please describe your experience in leadership positions within WPATH

I co-authored the terminology chapter in the forthcoming SOC8. I have been an abstract reviewer for WPATH/USPATH conferences over the years. As a postdoctoral fellow, I had worked on student involvement with WPATH and creating a committee to support future leaders in trans health.

Please describe any other experience in leadership positions

I have held and hold numerous leadership positions relevant to this role. I was an invited member by the National Academies, Engineering and Sciences (NAEM) to conduct a U.S. Consensus Study on LGBTQ+ Health and Wellbeing in 2021. I am founding Associate Research Editor for the pubmed-indexed journal Transgender Health. I am Faculty at The National LGBTQIA+ Health Education Center which provides educational programs, resources, and consultation to healthcare organizations. I am Principal Investigator for multiple federally-funded transgender health studies.

Member-at-Large Position

Candidate: Joshua Safer, MD (He/Him)

Describe your previous board experience, if any.

USPATH President 2018-2019 Past-President 2019-2021 (USPATH President represents USPATH on the WPATH Board) Alliance of Academic Internal Medicine - AAIM (the umbrella organization for leaders in Internal Medicine education) Council 2014-2017 Association of Specialty Professors - ASP (the umbrella organization for leaders in Internal Medicine subspecialty education, within AAIM) President 2015-2016 Council 2012-2017 Association of Program Directors in Endocrinology and Metabolism - APDEM (the national endocrinology program director organization) Secretary-Treasurer 2017-2018 Council 2010-2012

Describe your understanding of the roles and responsibilities of Board Members.

Board Members of WPATH serve to represent the membership and to maintain the organization faithful to the organization's guiding principles. A key element of board membership includes the recognition of the significant time commitment necessary to sustain and advance the organization in a fashion benefiting both the membership and others depending on the organization's efforts.

How would your competency, skills and experience complement the WPATH Board of Directors position you are seeking?

Key skills that I will bring to the role include expertise in evidence-based care, experience in research fundamentals to learn best practices for future care and a track record of sharing that knowledge. I have taken on leadership roles developing academic health care programs at 2 major United States institutions (Boston University and Mount Sinai Health System). I also have taken on leadership roles in medical education at a national level as an officer in several major national medical organizations and have led in providing transformative transgender education to inform policy leaders in such varied places as the National Institutes of Health and the United States Military.

Please comment on your commitment to diversity and inclusion.

Diversity and inclusion are integral elements to the success of any organization, but especially one working in health care at an international level. I have a track record at Mount Sinai of intentionally seeking individuals for our program with experiences far different from my own. To me, "walking the walk" is the only way forward. The result is

broader perspectives both educating/challenging me and advancing the program in ways that would not happen otherwise.

Please comment on your approach to creating and maintaining a collegial working relationship with other board members.

I view myself as collaborative in nature with a long track record of working well with teams on WPATH initiatives. Our work is a team sport. I hope those who know me will agree that playing well with the team is a major dimension of how I operate. Although I have strong opinions on certain topics, I also look to learn from others with different perspectives. I feel that I have been effective in managing large groups and in enacting change in part because I respect the alternative thoughts of others along with aspects of existing programs that work.

Please comment on your commitment to consensus-building.

Advancing transgender health care internationally is a team activity which can only happen with a critical mass of the team agreeing on the broad directions of the organization. My preferred organizational style is consensus building, looking for way to include the broadest range of views in the most inclusive way feasible for any given topic. Transparency and education are often the major tools to both gain consensus and to learn where gaps in consensus might exist.

Please include a personal statement outlining your background and vision for WPATH

My interest in serving on the WPATH Board relates to a combination of my devotion to transgender health care and to my eagerness to devote energy to organize systems for all. Evidence for both comes from my "day job" where I serve as the inaugural Executive Director of the Mount Sinai Center for Transgender Medicine and Surgery along with my previous "day job" as the inaugural Medical Director of the Center for Transgender Medicine and Surgery at Boston University/Boston Medical Center. In addition to the obvious transgender health care aspect, another part is development of a program from a core of interested individuals to a comprehensive program able to deliver a broad range of services in an organized fashion. WPATH has had huge impact as an international resource for health care for transgender and gender diverse people. I want to bring my energy to a volunteer role with WPATH and contribute to the further building of a robust organization that can serve as a home for researchers, care providers, and advocates alike. While I am a specialist medical provider with much experience in education, writing, and program development, I need education from primary care providers, surgeons, mental health providers, and other clinical specialists, along with transgender and gender diverse people to inform my care practice, research goals and program priorities. I hope you will give me the opportunity leverage my experience and my passion to serve as a WPATH leader furthering the development of that home.

Please describe your experience in leadership positions within WPATH.

My connections to WPATH are strong and I have devoted much time to its scientific and educational pursuits including serving as a scientific leader for the Amsterdam meeting, the Los Angeles USPATH meeting, the Buenos Aires meeting, the Washington DC USPATH meeting and planning for the Hong Kong meeting. I was an active participant on the task force leading the Global Education Institute (GEI) especially in my areas of expertise including hormone treatment and medicine in general. I am now medicine curriculum lead for GEI. I have also served on the writing groups for 3 SOC chapters including hormone therapy, primary care, and intersex/DSD.

Please describe any other experience in leadership positions.

My main leadership positions outside of WPATH have been in medical education. At Boston University Medical Center I was the Endocrinology Fellowship Program Director for approximately 10 years. Elements of that position included exciting applicants for the specialty choice along with identifying people who would work well together contribute to the community on graduation. I am also a co-author of the Endocrine Society guidelines for the care medical care of transgender patients, a co-author of the review of transgender medicine in the New England Journal of Medicine, a co-author of the review of transgender medicine in the Annals of Internal Medicine and a co-author of the gender affirming hormone treatment sections of the on-line medical resource, UpToDate. As President of Association of Specialty Professors, I co-wrote the milestone document used for Internal Medicine sub-specialists by the ACGME. I also helped develop the criteria for procedure certification for endocrinologists in the United States with my focus on thyroid ultrasound certification and thyroid biopsy certification.

Member-at-Large Position

Candidate: Genarro Selvaggi, MD, PhD (He/Him)

Describe your previous board experience, if any.

I am Full Member of the EURAPS, European Society of Plastic Surgery, and I have served as: 1) Member of the 'New Member' evaluation committee at the EURAPS (May 2015 – May 2019), and 2) Member of the 'Hans Anderl' evaluation committee at the EURAPS (since May 2022 - present). I am on the Board of the Journal of Plastic Surgery and Hand Surgery, as Associate Editor since May 2013. I am on the Editorial Board of Transgender Health since March 2021, and on the Editorial Board of the International Journal of Transgender Health, since April 2021.

Describe your understanding of the roles and responsibilities of Board Members.

To assist the WPATH to promote evidence-based care, education, research, public policy, and respect in transgender health. To promote that people of all gender identities and expressions have access to evidence-based healthcare, social services, justice, equality, and respect.

How would your competency, skills and experience complement the WPATH Board of Directors position you are seeking?

For the past 21 years I have contributed to research and added to the evidence in the field of Gender Affirming Surgery, having defended a PhD from the University Hospital of Ghent (2010), with Prof. Stan Monstrey as my promotor. I continued my career in the field of Gender Affirming Surgery as primary surgeon and project Manager for creating a Gender Program at the Sahlgrenska University Hospital in Gothenburg Sweden: in order to do it, I re-inforced my clinical experience with the knowledge acquired from a Master in Health Management from Plymouth University (2013). Lately, I got interested in solving the ethical dilemma that I face daily when providing care, and this drive me to complete a Master in Global Public Health with major in Bioethics from the NYU (2018). Thus, I have unique competency in the field of Gender Affirmative Care, which spread into: direct patients' care, academic research, project management for opening and running a unit for Gender Affirming Surgery, and discussing ethical dilemma. This competency and skills might integrate and corroborate those from the Board's peers.

Please comment on your commitment to diversity and inclusion.

I am supporting diversity, inclusion, and integrated and person's centered care.

Please comment on your approach to creating and maintaining a collegial working relationship with other board members.

As a Swedish citizen, I have learned the principles of the Swedish Society as the laws of Jante, and the shared leadership approach. These substantially put emphasis on equality and accordance in the decision-making process, for the final purpose of general wellbeing of the entire society. This approach is extremely useful to maintain a collegial working relationship with other board members.

Please comment on your commitment to consensus-building.

As said above, the Swedish society is committed and build on general consensus, and this is seen at every level, from working in the hospital with surgeons' colleagues and nurses, to social life as in the household living etc.

Please include a personal statement outlining your background and vision for WPATH.

I feel privileged to apply for becoming WPATH board. Since I started training under the supervision of Prof. Monstrey (2001-2003), I felt committed to improve the care, and adding to the evidence of Gender Affirmative Care. During the preparation of my PhD thesis on Gender Affirmative Surgery in Ghent (2010), I investigate on many issues that go beyond the surgical techniques, such as patients' reported outcomes and experiences. I understood how the treatments provided are integrated with one's own life and connected to others' lives. I realized how working in a team is of outmost importance, being the team composed by individuals requesting care, healthcare providers, social and legal assistants, and politicians. On the top of my academic and clinical experience within Gender Affirmative Care, I also hold a Master of Arts in Global Public Health (with major in Bioethics) from the New York University (2018). Specifically, my studies (and following publications) focused on: prioritization of procedures in public context with limited resources; equality (and non-binary patients); mediation of cultural conflicts; research ethics; research ethics in vulnerable populations. I envisage WPATH acting as a cultural platform to mediate and deliver both, voices and scientific information, between trans persons and healthcare organizations, and governmental agencies. Thus, I support the participation of the patient group, and professionals within the board.

Please describe your experience in leadership positions within WPATH.

Since 2011, I am serving the Sahlgrenska University Hospital in Gothenburg, and I am leading its Gender Program for the surgical part. My past experiences with Gender Units in Ghent (periodically, from 2001 to 2010) and Charing Cross (2010-2012), as well as the Master in Leading and Managing in Healthcare Organizations (Plymouth University, 2013) provided me with experience, skills, and knowledge needed for the leading tasks as I am required at Sahlgrenska. I took a step ahead when we, as SFTH - Swedish Society

for Transgender Health-, applied and obtained the EPATH conference to be in my hometown Gothenburg in 2021, and I participated to the organization of the surgical part of the meeting. Lately, I have been asked by the EURAPS (European Society of Plastics Surgery) to chair session (Euraps 2022) and webinar (in September 2022) on Gender Affirmative Care. I feel ready to take next step ahead and take leadership position within WPATH.

Please describe any other experience in leadership positions.

1. In Sweden, I am leading the surgical part of the SFTH - Swedish Society for Transgender Health- in order to discuss and offer equality of care to transgender persons in our country,
2. I am the only surgeon sitting on the Board of the Swedish Quality Register for Transgender Care
3. Firstly between 2013-2015, and again since beginning of 2022, I am cooperating with the Swedish Ministry of Health in order to prepare a document and adapt the WPATH SOC to the Swedish context.
4. Finally, I am sitting as 'external expert' on the Board of the SIGIS, and new professional society from Italian physicians, to assist in producing guidelines to accredit Italian centers providing gender affirmative care.