

SECTION 4: RECOMMENDATIONS FOR FIVE YEAR STRATEGIC PLAN

	Recommended Timeframe
<p>1. Clarify the scope, function and responsibility of the Transgender Health Program, specifically:</p> <ul style="list-style-type: none"> • Differentiate THP versus the VCH Transgender Health Primary Care Consultation Service • Consider a name change to support identifying the scope • Determine the best location for management of the THP (within VCH) – Mental Health and Addiction, Primary Care, Population Health. • Review and update statements of THP Vision, Goals, and Aims to reflect clarity of scope and function. 	<p>Year 1</p> <p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed</p>
<p>2. Establish outreach processes in collaboration with cultural communities and other organizations in order to strengthen the THP’s capacity to account for the gaps in trans health care across culturally diverse populations.</p> <ul style="list-style-type: none"> • Ensure every effort is made to include diverse populations in all program areas of the Transgender Health Program • Access, utilize, and partner with cultural resources. 	<p>Year 1</p> <p>In progress</p>
<p>3. Support a process for the Advisory Group to establish clear terms of reference including, but not limited to: purpose, rights and responsibilities, conduct (with clear expectations such as a written “job description” and appropriate training or support to allow them to function effectively), composition of membership, size.</p> <ul style="list-style-type: none"> • Educate trans communities (including the THP Advisory Group) with regard to broad institutional procedures and processes involved in bringing about change, <i>“How it works (on the inside) to get appropriate service.”</i> (Health Administrator) 	<p>Completed</p>

<p>4. Advocate in support of creating a formal clinical transgender health youth service at BC Children's Hospital. (E.g. this would require a solid business plan and a well facilitated presentation involving THP Medical Director).</p>	<p>Completed</p>
<p>5. Create an up-to-date and improved website and print material using accessible language designed to empower trans individuals to participate in their own care management, and to build capacity</p> <ul style="list-style-type: none"> • Publish information related to trans health and medical transitioning for health care providers and trans people 	<p>Completed Phase ONE</p> <p>Out of Scope</p>
<p>6. Develop communication strategies in order to seek stakeholder input and to share information regularly with stakeholders.</p>	<p>Ongoing</p>
<p>7. Increase core budget, to expand staffing arrangements to meet improved service:</p> <ul style="list-style-type: none"> • Employ a minimum of three qualified and experienced people to provide health navigation, education, group facilitation, building resource for\with trans and queer youth and their families, grant writing, etc. <ul style="list-style-type: none"> i. Coordinator\Administrator: (full-time) qualification: Masters level from a health profession, community development or equivalent, with proven leadership abilities ii. Create a minimum of two full time other positions (one targeting youth); positions will require demonstrated focus and experience in the area of trans health and community engagement • Provide for the succession planning to minimize disruption and loss of knowledge when experienced staff leave • Arrange for qualified staff to participate with BC trans-care group. 	<p>Staffing redesign completed/in-kind support added/Health Canada funding</p>

<p>8. Arrange for qualified staff affiliated with the THP to participate in the BC Trans Clinical Care Group and other provincial tables of relevance.</p>	<p>Completed</p>
<p>9. Work with Ministry of Health to promote trans competent services that are responsive to community needs across the province.</p> <ul style="list-style-type: none"> • Develop core competencies • Develop a specific advocacy plan in collaboration with the six health authorities focused on finding new ways to provide timely access to trans health services by appropriate providers across the regions. • Advocate for a systematic monitoring of wait list \ wait time for endocrinological and surgical procedures through MSP 	<p>In Progress</p>
<p>10. Create strategic plan (including business case) to support an increased focus on trans youth mental health.</p> <ul style="list-style-type: none"> • Designate partial or full responsibility of a proposed new staff position - to function as a Youth Support Worker • Engage youth and families in the planning process • Collaborate with relevant partners such as MCFD and the Vancouver Board of Education to move forward the youth strategy (e.g. develop TQ2S inclusive anti-discrimination policies and strategies to implement them) • Collaborate with partners to assist in fostering the development of TQ2S and gender variant youth specific 'safe spaces' (or groups) to be available across the province.. 	<p>In Progress CALL OUT funded successfully and in progress</p> <p>Additional funding \$400,000 Through Health Canada</p>

<p>11. Continue to lead in the development and implementation of a province wide comprehensive education strategy to promote trans-positive primary health care, including supportive and crisis counselling, to health care professionals, including first responders, who have demonstrated interest in trans health care,</p> <ul style="list-style-type: none"> • Include assessment and treatment protocols for hormones and clear referral pathways for further Endocrinological and Surgical health care. • Foster a Therapeutic Community-of-Practice Network with a mandatory supervision component.-accessing various modalities such as videoconferencing to support and sustain as required. • Integrate THP educational approach which reflects the shift taken in WPATH SOCv7 - a de-psychopathologizing, de-medicalizing position. (Psychiatry and other Mental Health Professionals have been experienced as “gatekeepers” by many trans and gender non-conforming people in the past.) 	<p>Out of scope</p> <p>In Progress (Education working group)</p>
<p>12. Identify and build intentional partnerships with community agencies and services to collaboratively develop and deliver a comprehensive set of groups for trans communities across all health authorities of BC.</p> <ul style="list-style-type: none"> • Collaborate across agencies, across the province, across modalities in the development and implementation of identified groups. • Ensure qualified and skilled facilitators • Develop groups with a view to multi-modal delivery; e.g. in addition to face-to-face groups, the use of technology – through social media i.e. Skype, etc. 	<p>Out of Scope</p> <p>Additional cost implications to be determined</p>
<p>13. Develop a strategy to bring transgender health related knowledge and skill to the Health Professions curriculums at Universities and colleges, and Continuing Professional Development</p>	<p>Out of Scope</p>

<p>14. Develop a strategy to provide counselling or therapy for people across the province who apply and meet identified criteria. For example: a program whereby a successful applicant would be eligible for up to \$2000.00 for counselling / psychotherapy with a qualified trans-competent mental health provider across BC. (Secondary gain for THP would be identifying and building capacity with counsellors / therapist across BC who would require the necessary trans-health competencies in order to accept referrals)</p>	<p>Out of Scope Additional cost implications to be determined</p>
<p>15. Explore programs which currently support successful volunteer services – their screening and training, etc. – with a view to best approaches for establishing and maintaining a volunteer and mentoring program as part of THP services.</p> <ul style="list-style-type: none">• Determine how, when, where to best use volunteers - with attention to competencies required, safety, etc.	<p>In Progress Additional cost implications to be determined</p>