

# STRATEGIC FRAMEWORK

**PATHA'S VISION** is that all transgender people have full access to appropriate healthcare, and that all healthcare providers have access to information and resources which enable them to provide appropriate healthcare.

**KEY PRINCIPLES:** PATHA aims to promote high-quality evidence-based healthcare, based on transgender community partnerships and leadership, Māori and Pasifika models of health and wellbeing, and human rights perspectives which emphasise informed consent and depathologisation of transgender people.

PATHA works to...	This looks like...	If we do these things then...	So that...
<p><b>Enable networking and collaboration between PATHA members</b></p>	<ul style="list-style-type: none"> <li>Forming committees and working groups within PATHA to undertake collaborative work.</li> <li>Developing guidance and structure for how members can form and join these groups.</li> <li>Running events for members to connect with each other eg conferences/symposiums.</li> <li>Working to ensure PATHA is inclusive and welcoming for members (e.g. challenging cisnormativity, considering tikanga, addressing racism).</li> <li>Enacting PATHA's key principles across all events &amp; groups.</li> </ul>	<ul style="list-style-type: none"> <li>Members will feel less isolated in their work and more connected with each other across disciplines</li> <li>Members will feel more supported to do effective work to support trans health (whether this is part of their existing role or something new, within PATHA or external to it)</li> <li>Decisions about trans health will be more informed by trans people, by Māori, and by marginalised groups</li> </ul>	<p><b>PATHA effectively empowers members to work together to improve trans health.</b></p>
<p><b>Develop and promote evidence and best practice in trans healthcare</b></p>	<ul style="list-style-type: none"> <li>Developing guidelines, fact sheets and educational resources to translate research into best practice advice</li> <li>Enabling ongoing learning and conversations by providing spaces for members to share and collaborate, including by running symposiums/conferences.</li> <li>Working with tertiary education providers, community organisations, health professional bodies and the health system to improve education for the health workforce.</li> <li>Promoting healthcare based on PATHA's key principles.</li> </ul>	<ul style="list-style-type: none"> <li>More high-quality educational resources and training opportunities will be available to healthcare providers</li> <li>The standard of healthcare will be improved (and will be closer to PATHA's key principles of healthcare, eg depathologised)</li> <li>Better content about trans health will be included in tertiary programs and curricula</li> </ul>	<p><b>People working to improve trans health have access to good quality, current, culturally-relevant information and education</b></p>
<p><b>Advocate to build recognition and support for trans health and gender affirming healthcare</b></p>	<ul style="list-style-type: none"> <li>Advocacy to government and the health system (including submissions, strategy feedback and meeting with decision makers).</li> <li>Media work to build public support for trans health and gender affirming healthcare.</li> <li>Promoting trans health (based on PATHA's key principles) to the health sector.</li> </ul>	<ul style="list-style-type: none"> <li>Trans health will be better recognised in national policies and strategies, and more funding will be provided for gender-affirming healthcare</li> <li>The broader health system will have a better understanding about trans health and gender-affirming healthcare</li> <li>More positive narratives about trans health will be shared in media and online</li> </ul>	<p><b>Trans health is recognised as an essential part of the public health system, and included in relevant policies, strategies and funding streams</b></p>
<p><b>Grow and strengthen the infrastructure required to be a robust professional association</b></p>	<ul style="list-style-type: none"> <li>Monitor and evaluate the effectiveness of our work (including asking members for their feedback).</li> <li>Education and support for members and volunteers to uphold Te Tiriti o Waitangi across PATHA's work.</li> <li>Creating robust policies and higher level strategies that reflect PATHA's key principles, and reviewing these regularly.</li> <li>Ensuring PATHA meets its legal obligations as an Incorporated Society, including upholding its Rules.</li> </ul>	<ul style="list-style-type: none"> <li>PATHA's work will consistently reflect its key principles</li> <li>PATHA will provide positive and well-supported volunteering opportunities for people seeking to contribute to trans health (whether that is joining the Exec or other committees/working groups)</li> <li>PATHA will be well set up to sustain its activity over time, managing risk and challenges effectively (eg leadership transitions and turnover)</li> </ul>	<p><b>PATHA is a sustainable and effective professional association.</b></p>
<p><b>Strategic goals</b></p>	<p><b>Activities</b></p>	<p><b>Short-term outcomes</b></p>	<p><b>Long-term outcomes</b></p>