

# Best Practice in Transgender Health: A Workshop for GPs and Health Providers

Brisbane  
Saturday 11<sup>th</sup> March 2017

## EVALUATION REPORT



## Executive Summary

The 'Best Practice in Transgender Health: A Workshop for GPs and Health Providers' was designed by Iris Education to fulfil an unmet need in education in the reproductive and sexual health sector. Iris Education provides a broad range of professional development and more information may be found at [www.iriseducation.com.au](http://www.iriseducation.com.au). This was the inaugural staging of this workshop and was the first of its kind in Australia.

This workshop was developed for health professionals who work with transgender people, or wish to know more about providing health services to this community. The focus of the workshop was designed to be at the level of GP management. This workshop introduced participants to the professional skills needed for working safely, effectively and respectfully with trans communities.

The program outline is shown on the next page. The workshop adopted a biopsychosocial approach, and included four broad key areas: models of care; hormonal management; surgery approaches; and support and engagement. Presenters were among the leading health care providers, educators and community members with training and experience in providing different aspects of health care to trans people. The planned session on Voice Training was not included due to an unavoidable circumstance of the presenter.

Iris Education provided the platform for the design, staging and evaluation of this new workshop through its focus on meeting unmet need. A team of four medical practitioners led the design and development of the workshop. These were Dr Stuart Aitken; Dr Gale Bearman; Dr Fiona Bisshop; and Dr Kay Strom.

Advertising for this inaugural workshop was comprehensive. As well as advertising through the comprehensive networks of Iris Education, the following organisations distributed information about this organisation extensively:

- The Australian and New Zealand Professional Association for Transgender Health (ANZPATH)
- The Sexual Health Society of Queensland (SHSQ)
- The Australasian Sexual Health Alliance (ASHA)
- The Australasian Sexual Health and HIV Nurses Association (ASHHNA)
- The Australasian Society for HIV, Viral Hepatitis and Sexual Health Medicine (ASHM)
- GP Registrar training organisations
- Primary Health Networks
- Numerous sexual health services, GP Practices and community organisations

Participants primarily found out about this workshop through email lists attached to these organisations. Additionally at least six participants indicated they have been informed of the workshop through colleagues or friends, including those on the organising group, as they thought this might be an area of interest. Of note, three individuals indicated they found out about the workshop as they had attended another Iris Education event.

Eighty participants registered for the workshop. This was the limit of room capacity. Based on enquiries it is estimated enrolments would have peaked at approximately 120 if room was available. Seventy-seven attended on the day and an additional six participants accompanied presenters and paid participants. Of the 16 presenters and panellists involved across the day, 8 were present for the whole day, 4 for half the day and the remaining 4 for a little time around their presentations. Additionally, all 5 Iris Directors were present for the whole day assisting with the running of the workshop. At any point in time there were 100 people present.

The workshop welcomed participants from across Australia and New Zealand. Six participants originated from New Zealand, 2 from the ACT, 1 from WA, 8 from NSW, 8 from SA and 9 from NSW. From Queensland, participants originated from almost everywhere in the state including Warwick, Toowoomba, Rockhampton and Mackay as well as all across the South East. More than 60% of workshop's participants were medical practitioners including GPs and GP Registrars (28); Infectious Disease Physicians (2); Sexual Health Physicians (11); and Psychiatrists (2). There was also strong representation by nurses (12); psychologists (8); counsellors (4) and educators (5).

Of the eighty-three participants and additional guests who attended the workshop, 78 (94%) completed the evaluation documentation. This was an extremely strongly evaluated workshop, especially as it was the first staging of this event. Participants were asked to rate the content and the delivery of each session on a 5 point Likert Scale. Unfortunately one presentation, 'Hysterectomy, Fertility Preservation' was left out of the evaluation document and participants were asked to rate and comment on this presentation elsewhere in the document. Consequently this session was not as rigorously evaluated as the other sessions of the workshop.

Even though this was the first time a workshop covering these topics had been organised in Australia, the feedback and ratings from participants was overwhelming supportive and positive. This evaluation report does highlight some key messages and some areas for improvement. These include:

- The workshop was targeted at GPs. This included the pitch and content of presentations. The achievement of this objective is evident in the enrolment numbers of GPs and in the evaluation response of GPs. There are some obvious differences between commentary from GPs (and other medical professions) and other members of the audience.
- The grouping of sessions worked well.
- The last session of the day on Childhood Gender Variance was placed at the end of the day to ensure participation until the end and to finish the day strongly. This worked. However the time allocated to this session was inadequate and it was a session that many participants wanted more focus upon.
- The absence of the session on voice training, while unavoidable, was noted and there is encouragement to ensure this session is included in future workshops.
- There was too much content for one day.

- The concept of the panels worked well. This included the panel members of the trans community. However, a focus on the interaction with the health system and how clinicians can learn from the stories of members of the trans community is important.
- Some participants found the content of some sessions daunting. Trigger warnings that let participants know about upcoming topics are warranted.
- Different sections of the audience found different things to be important and consequently required stronger focus. This provides some guidance for the refinement of this workshop. The workshop could be spread over 1 ½ to 2 days with acknowledgement of these different areas of focus. This would enable participants to register for the full workshop or for sub-components that are most relevant to themselves.

The workshop offered value for money and relevance to everyday practice. All Participants were asked to provide feedback about the cost of the workshop. The workshop cost \$350.00 and 93% of respondents (n = 66) indicated this workshop was entirely worth the cost. No individual indicated that it was not worth the cost. Participants were also asked if the workshop was relevant to their everyday practice. 83% (n=59) indicated it was entirely relevant. This was evident across all professions and disciplines represented in the participant cohort.

It is evident that this workshop has made a difference. Participants were asked to rate their level of confidence in management of transgender topics at the beginning of this workshop and at the end. Although the confidence levels of many participants were already high, all participants expressed an increase in confidence as a result of attending this workshop with the overall average moving more than 1.2 points along a 5-point Likert Scale (from 3.08 to 4.29). All groups noted an increase in confidence. Additionally, participants were able to readily identify changes to their daily practice as a result of attending this workshop.

Finally, a number of presenters and panellists indicated that their presenter fee should be donated to Jellybeans, a social support group organised by Open Doors Youth Service, for Transgender, gender variant and gender queer young people aged under 24. Thanks are expressed to these individuals for this generous gesture. Iris Education also contributed funds to this cause as registrations far exceeded expectation.

## Program

Time		Topic	Presenter
<b>8.30am</b>	<b>Minutes</b>	<b>Arrival, Registration</b>	
8.45am	15 Min	Welcome & Introduction of all Participants	Dr Stephen Lambert
9.00	30 Min	Transforming Practice	Mr Jade Mirabito
9.30	30 Min	Models of Care	Dr Gale Bearman
10.00	30 Min	Diagnosing Gender Dysphoria	Dr Morris Bersin
10.30	30 Min	Supporting Trans people, Working Collaboratively	Dr Ashley Van Houten
<b>11.00</b>	<b>15 Min</b>	<b>Morning Tea</b>	
11.15	15 Min	Anti-androgens	Dr Stuart Aitken
11.30	45 Min	Oestrogen, Progesterone, Risk Assessment	Dr Naomi Achong
12.15	30 Min	Testosterone, Contraception	Dr Fiona Bisshop
12.45	30 Min	Prescribers' Panel	Dr Gale Bearman Dr Fiona Bisshop Dr Naomi Achong Dr Stuart Aitken Dr Morris Bersin
<b>1.15</b>	<b>30 Min</b>	<b>Lunch</b>	
1.45	30 Min	Top Surgery	Dr Alys Saylor
2.15	30 Min	Facial Feminisation Surgery	Dr Scott Ingram
2.45	30 Min	Phalloplasty	Dr Hans Goossen
3.15	30 Min	Hysterectomy, Fertility Preservation	Dr Philip Hall
<b>3.45</b>	<b>15 Min</b>	<b>Afternoon Tea</b>	
4.00	30 Min	Trans Panel	Mr Jade Mirabito Ms Gina Mather Ms Krissy Johnson Mr Vincent Marshall
4.30	15 Min	Transition in the Workplace	Ms Jane Stockwell
4.45	15 Min	Legal Transition	Ms Gina Mather
5.00	30 Min	Childhood Gender Variance	Ms Olivia Donaghy
<b>5.30pm</b>		<b>Wrap up, Evaluation &amp; Close</b>	

## Confidence Levels

Participants were asked to rate their level of confidence in 'Best Practice in Transgender Health' at the beginning of this workshop and at the end. All types of participants expressed an increase in confidence as a result of attending this workshop. The table below illustrates the average increase for each group of participants with the overall average moving more than 1.2 points along the Likert Scale.

	Not Confident		average		Very confident
	1	2	3	4	5
GPs (28)			3.11	→	4.26
Sex Health & ID Physicians (13)			2.62		3.82
Psychiatrists (3)				4.00	→5.00
Nurses (12)			2.50	→	4.33
Psychologists, Counsellors, Social Workers (14)			3.14	→	4.32
Ungrouped (8)				4.13	→4.63
<b>Total</b>			<b>3.08</b>	<b>→</b>	<b>4.29</b>

The workshop had set learning objectives. Participants rated their achievement of these objectives at the beginning and at the end of the workshop and these are listed below.

	Before the day			At the end of the day		
	Not Met	Partially Met	Entirely Met	Not Met	Partially Met	Entirely Met
Comprehending how the diagnosis of Gender Dysphoria is made	22	37	27	0	13	58
Explaining the approach to hormonal medication use in transgender people	29	35	13	0	10	57
Describing the surgical procedures available in the transgender setting	45	25	7	0	11	56
Outlining the legal challenges for people who are transitioning	40	29	8	7	23	23

## Value for money

Participants were asked to provide feedback about the cost of the workshop and whether it represented value for money. The workshop cost \$350.00 and 93% of respondents (n = 66) indicated this workshop was entirely worth the cost. No individual indicated that it was not worth the cost. The five who indicated that this was partially worth the cost each noted clarifying statements – eg more time.

	No	Partially	Entirely
Did this workshop represent value for money?	0	5	66

## Relevance to Practice

Participants were also asked if the workshop was relevant to their everyday practice. 83% (n=59) who answered this question (n=71) indicated it was entirely relevant. This was evident across all professions and disciplines represented in the participant cohort.

	Not Relevant	Partially Relevant	Entirely Relevant
How relevant has this workshop been for your everyday practice?	0	12	59

## Individual Session Evaluations

Each session of the workshop was evaluated separately. For each session, the rating of content and the rating of the delivery of that content is provided in separate tables. These tables divide responses by groups of participants to determine if any subgroup was more (or less) focussed on any particular topic. The average response is provided in yellow at the bottom of each table. Comments by participants are printed verbatim in the evaluation documents. Where a subgroup provided no comments the heading of that subgroup has not been included.

### Session 1: Transforming Practice

		Poor 1	Fair 2	Good 3	Very Good 4	Excellent 5
<b>Content</b>	GPs (28)	0	0	2	12	13
	Sex Health & ID Physicians (13)	0	0	1	7	5
	Psychiatrists (3)	0	0	1	1	1
	Nurses (12)	0	0	2	6	4
	Psychologists, Counsellors, Social Workers (14)	0	0	3	7	4
	Ungrouped (8)	0	0	0	3	4
<b>Total</b>		0	0	9	36	31
<b>Average rating</b>		<b>4.29</b>				
<b>Delivery</b>	GPs (28)	0	0	1	9	17
	Sex Health & ID Physicians (13)	0	0	1	6	6
	Psychiatrists (3)	0	0	1	1	1
	Nurses (12)	0	0	2	5	5
	Psychologists, Counsellors, Social Workers (14)	0	0	1	6	7
	Ungrouped (8)	0	0	0	1	6
<b>Total</b>		0	0	6	28	37
<b>Average rating</b>		<b>4.14</b>				

#### Comments:

GPs:

- Engaging talk, good intro to the day
- Good introductory talk, setting the context
- Great lived experience introduction

## SH&IDPHY:

- Great way to see the scene. Thanks
- Interesting journey
- Useful exercise to focus & demonstrate issues & experiences of people

## Psychiatrists:

- Brave and honest use of self to educate without any discomfort. Great acknowledgement & embodiment of complexity without being overwhelming. Loved the cupcakes
- Jade's workshop approach was excellent and cut through the ice

## Nurses:

- Jade – interesting to understand Jade's story
- What a fantastic way to open the day – thank you Jade!
- Very dynamic speaker – from a personal perspective
- Great introduction to the workshop to set the scene from a personal perspective
- Jade's life experience shared was eye opening
- Good insight into real experiences, delivery could be more mature as majority of the audience are professionals

## Counsellors etc:

- Very informative and honest authentic presentation
- Loved personal experiences, would have liked more definitions of agenda & less known gender identities & links to where to find more resources
- Would love to hear more
- Life journey information is invaluable
- Great way to start the program
- Great start of the day – very inviting

## Others:

- ☺ I was great
- Enjoyed watching the role play and the visual learning style, eg, gender unicorn. Great outfit
- Excellent, Jade is such a wonderful speaker
- Fantastic explanation, well structured, good humour
- Loved it. Personal experience is super valuable. It was great to hear from someone who is non-binary
- Good to a point. Very engaging though
- Jade is engaging and delightful

## Session 2: Models of Care

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Content</b>	GPs (28)	0	0	1	10	16
	Sex Health & ID Physicians (13)	0	0	2	7	4
	Psychiatrists (3)	0	0	0	2	1
	Nurses (12)	0	0	1	7	4
	Psychologists, Counsellors, Social Workers (14)	0	1	2	6	5
	Ungrouped (8)	0	0	1	1	6
<b>Total</b>		<b>0</b>	<b>1</b>	<b>7</b>	<b>33</b>	<b>36</b>
<b>Average rating</b>						<b>4.35</b>



		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Delivery</b>	GPs (28)	0	1	1	8	17
	Sex Health & ID Physicians (13)	0	1	1	5	6
	Psychiatrists (3)	0	0	0	2	1
	Nurses (12)	0	0	3	5	4
	Psychologists, Counsellors, Social Workers (14)	0	1	2	6	5
	Ungrouped (8)	0	0	1	1	6
<b>Total</b>		<b>0</b>	<b>3</b>	<b>8</b>	<b>27</b>	<b>39</b>
<b>Average rating</b>						<b>4.32</b>

### Comments:

#### GPs:

- Thanks for recognising the work of GPs. Very inspiring presentation
- Should present SOC. Needs more time
- Excellent overview
- Allowed discussion of limitation of present system

#### SH&IDPHY:

- Rather Qld focused
- Informative
- Gale thanks for all you have done
- Very practical – I'm medical, so very relevant

#### Psychiatrists:

- Gale's GP approach well explained
- Comprehensive but a bit lacking in caution & nuance. GPs can also do too much & don't always "know" when to refer. Legal implications of 'shared decision making' are not clear at all

#### Nurses:

- Great knowledge. A little dry in the delivery
- Educating on ways to make first contact & practice introduction. Easy & accepting of all persons
- Excellent presentation from one of Qld's practitioners with transgender experience
- Concise – pathway to sat assessment & assessing TMT pathways
- Dr Gail – delivery was not complex – easy to understand – she didn't make it hard to understand

#### Counsellors etc:

- Last part was most interesting. Feels there was some defensiveness in presentation. Encouraging separation of services
- Needs further consideration with barriers to care. Raise awareness anxiety & risk of suicide risk for 1<sup>st</sup> presentation
- Gender affirmative model could have been discussed
- Informative and highlighted destinations for information and contacts

#### Others:

- Great information for a GP
- Very informative. Covered a lot of ground on models of care, I feel confident to be able to openly discuss these with consumers
- Only thing is more discussion of care model would be interesting

- Enjoyed the mention of a very client centred approach and holistic style approach and linking clients with non-clinical supports
- Loved Gale's passion regarding trans folk's ability to know what they want and need i.e. shared decision making

## Session 3: Diagnosing Gender Dysphoria

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Content</b>	GPs (28)	0	0	1	15	11
	Sex Health & ID Physicians (13)	0	0	5	1	7
	Psychiatrists (3)	0	0	0	2	1
	Nurses (12)	0	0	2	6	4
	Psychologists, Counsellors, Social Workers (14)	0	1	3	6	4
	Ungrouped (8)	0	0	1	2	5
<b>Total</b>		<b>0</b>	<b>1</b>	<b>12</b>	<b>32</b>	<b>32</b>
<b>Average rating</b>		<b>4.23</b>				
<b>Delivery</b>	GPs (28)	0	0	3	12	12
	Sex Health & ID Physicians (13)	0	1	4	1	7
	Psychiatrists (3)	0	0	0	2	1
	Nurses (12)	0	0	2	6	4
	Psychologists, Counsellors, Social Workers (14)	0	0	4	6	4
	Ungrouped (8)	0	0	1	2	5
<b>Total</b>		<b>0</b>	<b>1</b>	<b>14</b>	<b>29</b>	<b>33</b>
<b>Average rating</b>		<b>4.22</b>				

### Comments:

#### GPs:

- Great insight into psychiatric approach
- Need more time on this! Especially red flags. Outcomes?
- Could have been longer
- More focus on making the formal Px would have been useful

#### SH&IDPHY:

- Used old DSM-D definitions but otherwise good. Learned about overlap of autistic spectrum disorder
- Asking the Q's that Jade studied to get what wanted?
- Would have appreciated more time to allow discussion of complex cases with cluster B traits / fetish issues & drug dependence
- Very good
- Very practical with relevant detail
- Useful psych perspective

#### Psychiatrists:

- Broad, engaging & comprehensive (a bit too much art though). Needed more time. Let's see a GP do this in the time they have
- Outstanding! & comprehensive!

#### Nurses:

- Well-presented – good resourced intro.
- Disappointed that some slides had to be skipped over due to time

- Brilliant presentation from psychiatrist
- Comprehensive / easy to understand and put into practice
- Great to see involved in GD diagnosis. Charming delivery

Counsellors etc:

- Could have more on differential diagnoses but of course limited by time
- Brilliant, as a parent & professional counsellor it gave me a deeper understanding / empathy for the journey my son-in-law has travelled. Than you
- Great inclusion of gender fluidity
- Could have been more specific on comorbidity. Great overview
- I wanted more information about the relationship with mental health – this lost as he went overtime

Others:

- Morris did a great job explaining gender dysphoria whilst being inclusive of gender diversity. Wonderful critical thinking around the DSM5
- Enjoyed the humour in the presentation. Always enjoy listening to Dr Morris B
- Very well put together
- Adding references of studies to the slide would be helpful – so we can look them up. Great content covered – could have been given 45 minutes  
Always informative as Morris' talks always are

## Session 4: Supporting Trans people, Working Collaboratively

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Content</b>	GPs (28)	0	0	4	13	10
	Sex Health & ID Physicians (13)	0	1	1	6	5
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	0	2	5	4
	Psychologists, Counsellors, Social Workers (14)	0	0	4	4	6
	Ungrouped (8)	0	0	1	4	2
<b>Total</b>		<b>0</b>	<b>1</b>	<b>12</b>	<b>33</b>	<b>29</b>
<b>Average rating</b>		<b>4.20</b>				
<b>Delivery</b>	GPs (28)	0	1	1	13	12
	Sex Health & ID Physicians (13)	0	1	1	6	5
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	0	2	5	4
	Psychologists, Counsellors, Social Workers (14)	0	0	3	4	7
	Ungrouped (8)	0	1	0	3	3
<b>Total</b>		<b>0</b>	<b>3</b>	<b>7</b>	<b>32</b>	<b>33</b>
<b>Average rating</b>		<b>4.27</b>				

**Comments:**

GPs:

- Useful background to assessment
- A lot of overlap with points raised in prior discussions

SH&IDPHY:

- Good
- Didn't add much to previous presentations & background knowledge slides difficult to read
- Would have liked power point slide handouts

## Psychiatrists:

- Ashley's specific application to ADAM brought home to complications of support
- Excellent recognition of importance of the dimensions and phases of time

## Nurses:

- Great insight, very organised and logical presentation
- A little fast – amazing information for all pt needed support
- Brilliant thank you
- Adam's story – left me feeling upset that society still do not recognise people as individuals (hence he was raped). Thanks for the reality of his story. Would really like the power point presentation please, unable to listen & write it all down
- Addressing the social issues and the importance
- Ashley – very interesting – would love to send our pt to him

## Counsellors etc:

- He had unique ideas about how to support this population of personal trainer, chaplain
- Wonderful overview of role of psychologists. Would love more info on PhD
- Passionate presentation – would love a copy of model used
- Not that much psychological information

## Others:

- Some language is outdated – transsexual 'preferred' did not include cross dressing as part of umbrella & transvestitism should not be there
- Great for us to work collaboratively
- Case study was very interesting
- Liked points on initial meeting practical approaches. Liked reiteration of differences between gender & sexual identity. Who is in the picture question was good. Possibly give trigger warnings i.e. cancer, rape, next time
- Really valued the definition around use of "transsexual" as language & also the info regarding working with kindness & suggestions on this

## Session 5: Anti-Androgens

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Content</b>	GPs (28)	0	0	2	10	15
	Sex Health & ID Physicians (13)	0	0	0	6	7
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	0	3	4	4
	Psychologists, Counsellors, Social Workers (14)	0	0	3	7	4
	Ungrouped (8)	0	0	1	2	5
<b>Total</b>		<b>0</b>	<b>0</b>	<b>9</b>	<b>30</b>	<b>37</b>
<b>Average rating</b>					<b>4.37</b>	
<b>Delivery</b>	GPs (28)	0	0	2	8	17
	Sex Health & ID Physicians (13)	0	0	0	6	7
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	0	3	5	3
	Psychologists, Counsellors, Social Workers (14)	0	0	1	6	7
	Ungrouped (8)	0	0	1	2	5
<b>Total</b>		<b>0</b>	<b>0</b>	<b>7</b>	<b>28</b>	<b>41</b>
<b>Average rating</b>					<b>4.45</b>	

## Comments:

### GPs:

- Excellent
- Again, could have been longer
- Would like a bit more guidance on pros & cons of each – which anti-androgen to choose for particular patients

### SH&IDPHY:

- More detail & time
- Would be good to have a bit more detail re protocol
- Would have been helpful to discuss reference ranges
- Great explanation
- Excellent punchy presentation. Very practical

### Psychiatrists:

- Succinct and clear explanation by Stuart
- Clear, humane, well presented & well referenced

### Nurses:

- Very knowledgeable and made it very easy to understand
- Interesting, informative. N/A to my scope of practice
- Excellent. Very concise
- Stuart – interesting – a little too detailed – out of my scope

### Others:

- Very informative
- I cannot comment on content as it's not my field & it was a foreign language to me 😊
- Concise, well done
- Great content, relevant. Don't understand all the language as non-medical/clinical worker
- Great delivery, loved learning more about this area. From a non-medical background it was a tad difficult to decipher acronyms & such. Are there resources that might get someone up to date who doesn't work in medicine?

## Session 6: Oestrogen, Progesterone, Risk Assessment

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Content</b>	GPs (28)	0	0	2	8	19
	Sex Health & ID Physicians (13)	0	0	0	5	8
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	0	0	2	9
	Psychologists, Counsellors, Social Workers (14)	0	1	2	5	6
	Ungrouped (8)	0	0	1	0	7
<b>Total</b>		<b>0</b>	<b>1</b>	<b>5</b>	<b>19</b>	<b>51</b>
	<b>Average rating</b>					<b>4.58</b>
<b>Delivery</b>	GPs (28)	0	0	1	8	18
	Sex Health & ID Physicians (13)	0	0	0	4	9
	Psychiatrists (3)	0	0	0	2	1
	Nurses (12)	0	0	0	2	9
	Psychologists, Counsellors, Social Workers (14)	0	1	2	6	5
	Ungrouped (8)	0	0	1	0	7
<b>Total</b>		<b>0</b>	<b>1</b>	<b>4</b>	<b>22</b>	<b>49</b>
	<b>Average rating</b>					<b>4.57</b>

## Comments:

### GPs:

- Outstanding
- Lots of physiology at fast pace was a bit hard to follow at times

### SH&IDPHY:

- Fantastic & practical. Excellent, clear & concise
- More detail & time
- Best speaker of the day!

### Psychiatrists:

- Lots of information clearly presented (thanks!)
- Very clear & comprehensive description by Naomi

### Nurses:

- Naomi – “as above” [interesting – a little too detailed] but very interesting
- Where was she when I transitioned?
- Clearly very passionate about what she does
- Very engaging speaker. Excellent
- Excellent endocrinology/specialist care. Service provider who cares / listens to patient’s/client’s problems & passes on this clear education
- Excellent presenter
- Very knowledgeable, entertaining to listen to

### Counsellors etc:

- Excellent
- Highly medicalised. Difficult to follow medical lingo

### Others:

- Absolutely loved the discussion around trans folk self-medicating and the reasons why stigma around that is important to highlight
- Great content. Don’t understand all the language as non-medical/clinical worker. Good personal story examples
- Medical language (unless GP etc) hard to understand some aspect. Interesting elements about types of treatment
- Good discussion of all areas. High concentration of individual patient needs
- As above – complex for a non-medical participant but sounded great! Add references to studies
- Very informative, easy to listen to despite all the information

## Session 7: Testosterone, Contraception

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
Content	GPs (28)	0	0	2	10	15
	Sex Health & ID Physicians (13)	0	0	0	7	6
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	0	0	5	7
	Psychologists, Counsellors, Social Workers (14)	0	1	3	6	4
	Ungrouped (8)	0	0	0	1	7
<b>Total</b>		<b>0</b>	<b>1</b>	<b>5</b>	<b>30</b>	<b>41</b>
<b>Average rating</b>						<b>4.44</b>

Delivery	GPs (28)	0	0	2	9	16
Sex Health & ID Physicians (13)		0	0	0	6	7
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	0	0	4	8
	Psychologists, Counsellors, Social Workers (14)	0	0	4	6	4
	Ungrouped (8)	0	0	0	1	7
<b>Total</b>		<b>0</b>	<b>0</b>	<b>6</b>	<b>27</b>	<b>44</b>
<b>Average rating</b>						<b>4.49</b>

### Comments:

#### GPs:

- Comprehensive

#### SH&IDPHY:

- More detail & time
- Good
- Fantastic & practical – esp. for GPs

#### Psychiatrists:

- Fiona's explanation & pics well-presented & understood
- Clear & comprehensive

#### Nurses:

- Great to see the operations & rationale behind GP operations in relation to HRT
- Contraception was not a topic I had thought about. Great to learn
- Experienced GP working in the trans field. Gave clear trans medication care / recommendation
- Excellent
- Very good coverage of the F-M hormones

#### Counsellors etc:

- Ashamedly, trans man pregnancy risk had never occurred to me
- Excellent coverage
- Informative

#### Others:

- Same as above, interesting to hear it from a non-patient side
- This was easier to understand than the prior 2 (more general implications/issues) – relatable even for non-clinicians
- Well covered
- Interesting – easy to understand, medical language wasn't too much
- Great content and visual
- Really great information. However, would love more fat-positivity – i.e. we call short & fat trans guys "teapots" in our circles, lovingly rather than fat bastard syndrome. Loved the interactivity & trans imagery

## Session 8: Prescribers' Panel

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Content</b>	GPs (28)	0	1	1	11	14
	Sex Health & ID Physicians (13)	0	0	0	6	5
	Psychiatrists (3)	0	0	0	2	1
	Nurses (12)	0	1	0	6	4
	Psychologists, Counsellors, Social Workers (14)	0	0	4	4	6
	Ungrouped (8)	0	0	0	4	4
<b>Total</b>		<b>0</b>	<b>2</b>	<b>5</b>	<b>33</b>	<b>34</b>
<b>Average rating</b>		<b>4.34</b>				
<b>Delivery</b>	GPs (28)	0	2	0	11	14
	Sex Health & ID Physicians (13)	0	0	0	6	5
	Psychiatrists (3)	0	0	1	1	1
	Nurses (12)	0	1	0	6	4
	Psychologists, Counsellors, Social Workers (14)	0	0	3	4	7
	Ungrouped (8)	0	0	0	4	4
<b>Total</b>		<b>0</b>	<b>3</b>	<b>4</b>	<b>32</b>	<b>35</b>
<b>Average rating</b>		<b>4.35</b>				

### Comments:

#### GPs:

- Needs more time
- Inadequate time

#### SH&IDPHY:

- Interesting trans questions asked
- Many more Q's need time for discussion. Pre-reading references would help. Prescribing could be a whole day session
- Not long enough
- You could ask people to send in Q's to ask the panel & then panel would know Q

#### Psychiatrists:

- Answered all Q's with combined expertise

#### Nurses:

- Good idea – lots of different questions asked by group
- Food for thought. Very good @ questions without notice
- Very slow. Think it would have been better to have the questions following each presenter's presentation
- Great component of program for A & Q
- Interesting answers

#### Counsellors etc:

- Insufficient time for all tables
- Great questions from the floor
- Great opportunity to ask questions – too bad we ran out of time
- Need more time. Collect questions in advance so more time panel talking eg ask participants to place Q's on post it notes and then panel can group them & choose to respond

#### Others:

- Really well informed & able to answer all Q's effectively. Great work, team!



- Really good opportunity for several answers/diff perspectives. More time needed
- Very informative
- Good organisation of questions. More time would be great but lack of time understandable
- Encourage presenters to not use acronyms that are exclusive to their profession when presenting to a variety of people/professions. Great – needs more time – 45 mins

## Session 9: Top Surgery

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Content</b>	GPs (28)	0	0	2	12	13
	Sex Health & ID Physicians (13)	0	0	3	4	6
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	0	0	2	10
	Psychologists, Counsellors, Social Workers (14)	0	0	1	3	10
	Ungrouped (8)	0	0	1	0	7
<b>Total</b>		<b>0</b>	<b>0</b>	<b>7</b>	<b>22</b>	<b>48</b>
<b>Average rating</b>		<b>4.53</b>				
<b>Delivery</b>	GPs (28)	0	0	4	8	15
	Sex Health & ID Physicians (13)	0	0	4	3	6
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	0	0	1	11
	Psychologists, Counsellors, Social Workers (14)	0	1	1	2	10
	Ungrouped (8)	0	0	1	1	6
<b>Total</b>		<b>0</b>	<b>0</b>	<b>10</b>	<b>16</b>	<b>50</b>
<b>Average rating</b>		<b>4.51</b>				

### Comments:

#### GPs:

- Entertaining!
- Hilarious
- Engaging and entertaining speaker
- Good overview
- Very brash
- What a little pocket rocket
- Left nothing to the imagination
- Would like a presentation, not by a provider, about range of referral options for surgery

#### SH&IDPHY:

- Very rushed. Charismatic speaker. Good concepts covered
- Excellent, informative & entertaining
- Hilarious – I wish I practiced in Qld so I could refer to her
- Good. More detail than needed

#### Psychiatrists:

- A bit rushed, but speaker was in a rush!
- Gave a very humorous & clear account of top surgery

#### Nurses:

- Very good
- Very frank and funny presentation

- Entertaining speaker
- “Excellent”
- Appreciated the openness & also the costs included & hospital/treatment stays
- Excellent presentation
- Interesting topic. Speaker very engaging
- Very entertaining delivery of what is very obviously great experience & knowledge on Alys’s behalf with top surgery

Counsellors etc:

- Brilliant candid & honest
- Very entertaining
- Great presentation
- Great! Wonderful presentation
- Fabulous presentation. Informative & entertaining

Others:

- Enjoyed humour and clinical language presented in alternative ways to be more understandable was good. Photo examples helpful
- Amazing, Alys is a very good speaker!
- Very informative & entertaining
- Top surgery – Very entertaining & informative

## Session 10: Facial Feminisation Surgery

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Content</b>	GPs (28)	0	0	1	6	20
	Sex Health & ID Physicians (13)	0	0	1	6	5
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	1	1	2	8
	Psychologists, Counsellors, Social Workers (14)	0	3	4	4	3
	Ungrouped (8)	0	1	2	4	1
<b>Total</b>		<b>0</b>	<b>4</b>	<b>9</b>	<b>23</b>	<b>39</b>
	<b>Average rating</b>				<b>4.29</b>	
<b>Delivery</b>	GPs (28)	0	0	3	6	18
	Sex Health & ID Physicians (13)	0	0	0	1	6
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	1	1	2	8
	Psychologists, Counsellors, Social Workers (14)	0	3	4	4	3
	Ungrouped (8)	0	1	2	4	1
<b>Total</b>		<b>0</b>	<b>5</b>	<b>10</b>	<b>18</b>	<b>38</b>
	<b>Average rating</b>				<b>4.25</b>	

### Comments:

GPs:

- Good overview
- Left nothing to the imagination

SH&IDPHY:

- Good. More detail than needed

**Psychiatrists:**

- A bit rushed, but speaker was in a rush!

**Nurses:**

- Very good
- Interesting topic. Speaker very engaging

**Counsellors etc:**

- Great presentation
- Facial feminisation poor delivery
- Great! Wonderful presentation
- Little disorganised, no overview. Too quick to follow

**Others:**

- Information was helpful around knowing what options are available in Brisbane.
- Facial feminisation surgery – interesting,
- might want to extend on weight limit as a risk factor – not because of any discrimination could be misinterpreted

## Session 11: Phalloplasty

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Content</b>	GPs (28)	0	0	1	6	20
	Sex Health & ID Physicians (13)	0	0	1	6	5
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	0	0	2	10
	Psychologists, Counsellors, Social Workers (14)	0	0	4	4	6
	Ungrouped (8)	0	0	0	4	4
<b>Total</b>		<b>0</b>	<b>0</b>	<b>6</b>	<b>23</b>	<b>47</b>
<b>Average rating</b>		<b>4.54</b>				
<b>Delivery</b>	GPs (28)	0	0	1	7	19
	Sex Health & ID Physicians (13)	0	0	1	6	5
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	0	1	3	8
	Psychologists, Counsellors, Social Workers (14)	0	0	4	4	6
	Ungrouped (8)	0	1	3	1	3
<b>Total</b>		<b>0</b>	<b>1</b>	<b>10</b>	<b>22</b>	<b>43</b>
<b>Average rating</b>		<b>4.41</b>				

**Comments:**

**GPs:**

- Very informative
- Very interesting
- Fantastic presentation
- I had no idea about this procedure!

**SH&IDPHY:**

- Good. More detail than needed
- Stepped outside for fresh air!
- Brave surgery for patient & doctor

## Psychiatrists:

- Outstanding presentation
- Concentration was flagging & the room getting stuffy

## Nurses:

- Very knowledgeable and images helped with comprehension of process and final results
- Excellent presentation
- Excellent. Brilliant skill & available in Qld
- Would have liked info on vaginal construction
- Good to learn the techs avail in Australia
- Always very good

## Counsellors etc:

- Phalloplasty – harder to follow as non-medical.
- Clear process, very informative
- Very informative
- Excellent!

## Others:

- Interesting – very graphic – a warning would be good just to be prepared
- Very interesting, great pictures to assist with understanding
- Lots of interesting information.

## Session 12: Hysterectomy, Fertility Preservation

It is noted that this session was left off the evaluation document. Participants were asked to provide a rating for this session and a comment at the end of the evaluation document. While many did, this was not as comprehensively covered as the other sessions and the greatest apology is offered to the presenter for this oversight. Below is an amalgam of comments and ratings received through the evaluation documents.

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Content</b>	GPs (28)	0	0	1	3	7
	Sex Health & ID Physicians (13)	0	0	0	1	4
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	0	0	2	8
	Psychologists, Counsellors, Social Workers (14)	0	0	0	3	3
	Ungrouped (8)	0	0	1	3	3
<b>Total</b>		<b>0</b>	<b>0</b>	<b>2</b>	<b>13</b>	<b>27</b>
<b>Average rating</b>						<b>4.59</b>

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Delivery</b>	GPs (28)	0	0	1	7	5
	Sex Health & ID Physicians (13)	0	0	0	1	6
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	0	0	2	6
	Psychologists, Counsellors, Social Workers (14)	0	0	0	3	4
	Ungrouped (8)	0	0	3	1	2
<b>Total</b>		<b>0</b>	<b>0</b>	<b>4</b>	<b>15</b>	<b>25</b>
<b>Average rating</b>						<b>4.47</b>

## Comments:

### GPs:

- Excellent Presentation.
- Thank you. Phillip – also very good
- Phillip Hall very good
- Dr Phil Hall is very good

### SH&IDPHY:

- Would like to hear more on this

### Psychiatrists & Nurses:

- nil

### Counsellors etc:

- nil

### Others:

- Great presenter. Great content
- Concise very good info for GPs – Phillip was great – so was Scott
- Presentation by Phillip Hall very useful
- 

## Session 13: Trans Panel

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Content</b>	GPs (28)	0	1	2	12	10
	Sex Health & ID Physicians (13)	0	1	1	4	6
	Psychiatrists (3)	0	1	1	1	0
	Nurses (12)	0	0	2	5	3
	Psychologists, Counsellors, Social Workers (14)	0	0	5	6	2
	Ungrouped (8)	0	0	2	1	4
<b>Total</b>		<b>0</b>	<b>3</b>	<b>12</b>	<b>29</b>	<b>25</b>
<b>Average rating</b>		<b>4.10</b>				
<b>Delivery</b>	GPs (28)	0	1	1	12	11
	Sex Health & ID Physicians (13)	0	1	1	4	6
	Psychiatrists (3)	0	1	1	1	0
	Nurses (12)	0	0	2	5	3
	Psychologists, Counsellors, Social Workers (14)	0	0	5	6	2
	Ungrouped (8)	0	0	1	1	4
<b>Total</b>		<b>0</b>	<b>3</b>	<b>11</b>	<b>29</b>	<b>26</b>
<b>Average rating</b>		<b>4.13</b>				

## Comments:

### GPs:

- Excellent. More time, more experiences
- Totally fascinating wealth of experience

### SH&IDPHY:

- Great cross-section of ages/gender identities
- Needed more time

### Psychiatrists:

- Bit too retrospective

## Nurses:

- Good for answering questions – candid conversation
- Too short time
- Questions could be moderated / chosen in advance get as much lived experience as possible
- Great for the audience/participants to ask questions. Thanks to the panel

## Counsellors etc:

- Great focus on use of appropriate language
- Wonderful information. Helpful for non-medicos

## Others:

- More time but great panel
- 😊
- More time 😊
- Great range of speakers with a variety of experiences. More time needed!
- More time 😊 Maybe prep panel with questions beforehand – participants can put questions in a box during the day & you choose
- Wonderful lived experience

## Session 14: Transition in the Workplace

		Poor 1	Fair 2	Good 3	Very Good 4	Excellent 5
<b>Content</b>	GPs (28)	0	0	8	11	6
	Sex Health & ID Physicians (13)	0	0	2	3	4
	Psychiatrists (3)	0	2	0	0	1
	Nurses (12)	0	1	2	5	2
	Psychologists, Counsellors, Social Workers (14)	1	2	5	4	1
	Ungrouped (8)	0	1	1	2	4
<b>Total</b>		<b>1</b>	<b>6</b>	<b>18</b>	<b>25</b>	<b>18</b>
	<b>Average rating</b>				<b>3.78</b>	
<b>Delivery</b>	GPs (28)	0	0	9	10	6
	Sex Health & ID Physicians (13)	0	0	2	3	4
	Psychiatrists (3)	0	2	0	0	1
	Nurses (12)	1	0	4	3	2
	Psychologists, Counsellors, Social Workers (14)	0	3	5	3	2
	Ungrouped (8)	1	1	1	2	3
<b>Total</b>		<b>2</b>	<b>6</b>	<b>21</b>	<b>21</b>	<b>18</b>
	<b>Average rating</b>				<b>3.69</b>	

## Comments:

### GPs:

- Excellent
- Rushed. Presenter needed more time allocated
- Quiet voice, bit difficult to hear

### SH&IDPHY:

- Very helpful
- Helpful to know about this
- Practical

### Psychiatrists:

- Presentation was detailed & excellent

### Nurses:

- Did not provide much information was not assumed by a cis. Hard to hear and forced speech made it hard to engage
- Deserves more time!
- Mic not working. Difficult to hear it all!

### Counsellors etc:

- Hard to hear due to volume. Great topic, great to include!
- Couldn't hear presenter
- Practical ideas would have been great

### Others:

- I would imagine most people accessing support would like someone who is 'out'. People may also think presenter is a counsellor when she is not qualified
- A bit generic
- Microphone needs to be louder. It's great the speaker feels comfortable with people at work asking questions, but not all people will be ok with this. It's not up to trans people to educate
- Not much medical (GP) information
- Personal aspects interesting, relevant topic
- Wonderful presentation, Jane. Enjoyed you highlighting how hard it can be to come out at work. Love "there's no sex in transsexual"

## Session 15: Legal Transition

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Content</b>	GPs (28)	1	8	8	7	0
	Sex Health & ID Physicians (13)	1	1	4	3	0
	Psychiatrists (3)	2	0	1	0	0
	Nurses (12)	0	3	4	2	0
	Psychologists, Counsellors, Social Workers (14)	4	4	2	0	0
	Ungrouped (8)	2	1	2	1	0
<b>Total</b>		<b>10</b>	<b>17</b>	<b>21</b>	<b>13</b>	<b>0</b>
	<b>Average rating</b>			<b>2.61</b>		

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Delivery</b>	GPs (28)	3	9	8	4	0
	Sex Health & ID Physicians (13)	1	1	4	3	0
	Psychiatrists (3)	1	1	1	0	0
	Nurses (12)	0	3	4	2	0
	Psychologists, Counsellors, Social Workers (14)	4	3	3	0	0
	Ungrouped (8)	3	0	1	2	0
<b>Total</b>		<b>12</b>	<b>17</b>	<b>21</b>	<b>11</b>	<b>0</b>
<b>Average rating</b>		<b>2.51</b>				

### Comments:

#### GPs:

- Too many anecdotes, not enough content
- Somewhat rambling
- Would like more specific detail
- Remain unclear about legal aspect of changing I.D.
- Rambling and rushed. Not enough factual info. Not relevant to NZ
- The questions were not actually answered. I am still not aware of how I can support trans people with their legal transition with regards to licence, birth cert etc.
- Good audience participation. Would be good to have some documentation resources
- Would be useful to hear from someone from legal community

#### SH&IDPHY:

- Lovely to have a trans community member but needed to provide information
- Enjoyable but lacking details
- Bit rushed but late in the day

#### Psychiatrists:

- A bit chaotic

#### Nurses:

- Lost the gist of the topic sometimes
- Funny
- Really wanted this information but the delivery was hard to listen to & follow. Needed more structure to be effective and meet the objectives of the session. The only session of the day where my needs were not met.
- Would have been helpful to have a mud map of which steps, what's needed & suggested order
- Off topic
- Could have "legal" education for this important issue

#### Counsellors etc:

- Not clear where things stand legally
- Interesting but better as resource
- Having the LGBTQIAP Legal Service may have been better
- Could have been more informative, more structure on delivery

#### Others:

- Good knowledge, but very hard to understand (too fast)
- ☺
- Too short need more slides that show process – birth cert – passport – schools etc.



## Session 16: Childhood Gender Variance

		Poor <b>1</b>	Fair <b>2</b>	Good <b>3</b>	Very Good <b>4</b>	Excellent <b>5</b>
<b>Content</b>	GPs (28)	0	0	1	7	13
	Sex Health & ID Physicians (13)	0	0	1	3	6
	Psychiatrists (3)	0	0	0	2	1
	Nurses (12)	0	0	0	4	5
	Psychologists, Counsellors, Social Workers (14)	0	0	0	4	2
	Ungrouped (8)	0	0	0	1	7
<b>Total</b>		<b>0</b>	<b>0</b>	<b>2</b>	<b>21</b>	<b>34</b>
<b>Average rating</b>		<b>4.56</b>				
<b>Delivery</b>	GPs (28)	0	0	1	7	13
	Sex Health & ID Physicians (13)	0	0	1	3	6
	Psychiatrists (3)	0	0	0	1	2
	Nurses (12)	0	0	0	4	5
	Psychologists, Counsellors, Social Workers (14)	0	0	1	3	2
	Ungrouped (8)	0	0	0	2	6
<b>Total</b>		<b>0</b>	<b>0</b>	<b>3</b>	<b>20</b>	<b>34</b>
<b>Average rating</b>		<b>4.55</b>				

### Comments:

#### GPs:

- Ironically was rather medicalised
- Really relevant & useful. Printout of summarised info would be great
- So rushed! This topic needed much more time
- Would like more on medical management
- Would like longer on this issue

#### SH&IDPHY:

- Could have been coupled with psychiatrists talk for more relevance
- Would like to hear more on this

#### Psychiatrists:

- A bit over-inclusive – just needs some trimming. Thank you for C & A input

#### Nurses:

- Important component of trans care. Could spend ½ day discussing. Big thanks Iris
- Insightful, provided information in a practical context. Great that she utilised data to validate her points
- I waited all day for this. It was v. good/valuable
- Would like the power point presentation please
- Too rushed. Would have been good to have OH slides in book

#### Counsellors etc:

- Important topic, great skills & knowledge of Olivia. Tough to keep attention, could have been placed earlier in the program
- Too short a time frame for wealth of information
- Difficult to concentrate – too much content in day overall. Would have been better earlier in the day
- Too rushed to be easy to digest.
- Wish we had more time – would have been better earlier in the day

Others:

- Should have been earlier in the day
- Earlier in the day would have been better. Leave forum bit last
- Really loved the insistence around language being important & the genuine care for trans kids. Such an interesting conversation
- Great presenter. Great content. Should have been earlier in the day

## Summary Questions

Participants were asked a series of questions at the end of the workshop to assist with refinement and improvement of the workshop. The questions and all responses are listed below.

### What has been of most value to you in this workshop?

GPs:

- Increased confidence...ongoing management
- High content, great expertise of speakers
- Medication summary – understanding meaning of gender and how to interact with...patients
- Medical & surgical content (hormones in particular)
- Broad focus – many aspects of gender health – good speakers – short sharp presentations – interactive/question time
- All very valuable
- Hormone Rx – thanks for good time management
- Info on hormone & drug use
- Exposure to further general discussion with trans people
- Being informed of various issues to consider when dealing with a patient with transgender dysphoria in GP
- Networking – surgical options
- Raised awareness of transgender community and services and expertise available
- Models of care, referral networks, hormone info
- Identifying available services, local experts, learning appropriate prescribing
- The psychosocial aspects/issues in the general practice
- Discussion of hormone treatment
- Hearing from the experts in the field of transgender medicine, and from trans community members
- Hormone prescribing content – information that is sometimes difficult to find otherwise
- Networking – contacts
- Referral pathways – ways to access advice/guidelines
- Technical information. Hormone treatment information

SH&IDPHY:

- Affirmation of what we're doing. ANZPATH. Language, surgery talks
- Panel discussions – both professionals & patients
- 1 – physiology/hormones, 2 – Description of surgery, 3 – Legalities. Best practice pt counselling
- Good overview. Great facilitation
- Understanding the issues. Hormonal intervention. Surgical issues
- Great introduction to transgender care as it covers a wide variety of relevant topics
- Great detail on assessment (esp. Morris). Good overview on hormonal therapy – more would have been better

- Good to have a wide variety of topics
- Sharing of lived experiences. Hormonal session
- Overview of treatment options

### Psychiatrists:

- The presentation of so many modalities of gender management in ONE workshop – Amazing
- Diagnosis – prescribing – surgery

### Nurses:

- Education about hormone medications, better understanding of gender & sexuality. Better understanding of the struggles involved in transgenering
- Rounding out my knowledge on T.G. Dx & TMT modalities available
- The entire day has been valuable, but checking on person's "pronouns"! Really enjoyed having a multidisciplinary group
- Paediatric info
- Top surgery and other surgical implications relevant to transitioning, also endocrinology factors
- The whole day – content, presenters, & capacity to network
- Medical rx
- Networking & ability to recommend to clients if this is their request

### Counsellors etc:

- Psychological assessment and care
- Better understanding of specialists and treatment
- 8.30 – 11am sessions
- The workshops, but also the connections & socialising during the day
- Finding out all the information on the different surgeries
- So much information that all melded together, encompassing so many aspects
- Broad overview from different disciplines
- Variety of information
- Information about endocrinology
- Opportunity to meet so many experts. Content and networking

### Others:

- GP information specifically for younger/less transgender experiences
- Surgery, hormone info, & models of care
- Networking, additional information from a variety of sources
- As a trans person in the audience, it was really wonderful to network and hear from trans health professionals to assist in building trust and knowing what's available
- Trans panel – personal experience. Drug & surgical information
- The up-to-date information
- Models of care, everything on hormones, top surgery & hysterectomy
- Great. Awesome. Practice tips on being more inclusive or navigating systems

## What suggestions do you have for improvement of this workshop?

### GPs:

- More on paediatric hormonal treatment/psychiatric assessment
- Spread over longer period as lots of high yield info
- Less time for questions & less panel discussion
- Great content
- Address lunch menu. Specific resources available
- More experiential stories – “case studies”. More round table discussion. Some of the facial feminisation talk was too technical
- More about diagnosis/assessment
- Mix up the education pattern. Death by power point & sitting for 8 hours is now a bit archaic
- More time! Case studies
- Laryngeal surgery?
- Nothing – fantastic day

### SH&IDPHY:

- More baseline physiology to inform treatment modalities
- Need longer (whole day) on prescribing
- Microphones working – batteries obviously ran out
- Surgery option good, but could have been less detail – more of an overview
- Case presentation for hormonal management starting hormones. Challenges dealing with the challenge
- Small group case based discussion (touched upon) & spirituality

### Psychiatrists:

- More case presentations
- None! This was excellent

### Nurses:

- Clearer delivery, more engagement with audience
- Ask presenters to provide a glossary & all the abbreviations used on the slides/presentations. Get the microphone issues resolved, much of the day was not heard by everyone
- Very good coverage of the information. Stated aim achieved
- I would have been interested in m-f vaginal surgery

### Counsellors etc:

- More time to meet presenters
- Only one trans panel. Trans folk’s voices need to be heard but some questions may be better asked
- Brain breaks/exercises after every two sessions – they take a minute!
- More interstate options or referrals/people with experience
- More info on counselling etc. from psychologist, psychiatric, counselling
- I love the list of participants emails – maybe next time extend with profession & state so we can contact each other on local level
- Reduce medical lingo where possible
- Need further inclusion of non-binary and agender trans people & pathways of care for those who may not want hormone/surgery. What treatment available to transition to neither gender? Moving between genders? Fluid
- Air conditioning too hot – please check with audience

### Others:

- Maybe slightly larger time slots for extensive topics
- Educational context – support for young people – community supportive services – non-medical related
- Trigger warnings for graphic content, such as cancer, rape, etc. Encourage presenters not to use language like “normal” male or “normal” female and instead use terms cisgender male or female. Shorter day, energizer towards the end

In addition to the comments listed above about areas for improvement, there were two common themes across many of the evaluation documents that highlighted specific areas for improvement - the length of the workshop and some of the language used during the day. The event organisers have appreciated and already acted upon this feedback.

### Example comments about the length of the workshop:

- Over 2 days
- 2-day forum
- Perhaps enough material for a 2-day workshop
- Make it over 2 days please – loads of interesting info but difficult to stay awake & keep all in
- Two day workshop
- More time
- Spread over 2 days – useful info but very packed day!
- Need longer (whole day) on prescribing
- Balance between 1/7 & 2/7 – big day but better as 1/7 with travel etc so please keep as 1/7
- Perhaps having the program over 1 ½ days eg. Full day Sat or ½ day Sunday. Perhaps x2 levels – experienced & inexperienced
- Split over 2 days. Short sessions did make it more bearable though
- 2-day workshop instead of 1 – group themes so participants can choose sections eg. general, clinical/medical, hormones, surgery etc. Psychosocial
- Maybe over 2 days – a lot of info for 1 day
- All sessions are well done but would be amazing if run over 2 days

When specifically asked if there would there be value in a similar, expanded workshop on transgender health over two days, responses were:

Group	No	Unsure	Yes
GP and GP Registrars	5	3	16
Sexual Health and ID Physicians	3	1	7
Psychiatrists	1	-	1
Nurses	2	1	4
Psychologists, Counsellors and Social Workers	-	1	10
Ungrouped – includes educators; youth workers; and community advocates	-	-	7

### Example comments about language use during the workshop:

- Give presenters a language guide, some misgendering & inappropriate language ‘normal’ etc. Ask to use correct pronouns, trans terms, cisgender, & current terminology
- Slightly unintentional condescending language (“patients” rather than people)
- A bit judgemental. Too much

- Reminder that there are also trans people in the audience & language was fairly stigmatising but presenter said “girls who are girls” – encourage to use cisgender.
- Inappropriate language ‘girls who are girls’
- Using the term “normal male” is not inclusive. Can ‘natural male’ or ‘assigned male @ birth’ be used instead?
- Some language issues. Use of word “normal” etc.
- Use of word “normal” males language not appropriate term cisgender male would be more appropriate.
- Please check language when comparing cisgender & transgender peoples’ bodies. “Normal” isn’t appropriate.
- The only parts of today that felt not-great was the approach to speaking about trans people that came up in numerous presentations. Language is so important for caring for trans people

### What is one thing you might do now as a result of having attended this workshop?

#### GPs:

- Initiate hormonal management myself
- Refer a pt. to the gender clinic @ RBWH – Consider body dysmorphia vs gender dysmorphia
- Assess workplace to be gender sensitive
- Ask re. pronouns – consider prescribing hormones
- Continue working with trans, prescribing etc. Use more transdermal oestrogen
- Be more confident in diagnosis & considering treatment
- Hope to introduce trans health centre in clinic where I work
- Liaise within my area with other providers
- Have much better and informed discussions with my trans patients
- Start prescribing hormones in conjunction with an endocrinologist
- More informed consent, fertility discussions
- More engaged conversation with my few transgender patients. More of an understanding of services/treatments available
- Check pronouns, trans flag in consult room, read guidelines
- Take care to ensure my practice is actively welcoming to trans patients & educating staff re names, pronouns etc
- Recommend this to a colleague
- Feel more confident treating TG patients
- Map out my local resources & services
- Try to make our practice more overtly trans friendly
- Manage patients
- Tell all the other doctors about the resources available
- Review regime

#### SH&IDPHY:

- Join ANZPATH. Feel energised re fighting for TG rights & access
- Hormonal implant training with local gynae
- Much improved counselling to patients
- No actual change, more understanding with presenting issues
- Better discuss with colleagues working in this field & participate in health care position for transgender people

- More confident in assessment and prescribing
- Considering having a religious/spiritual person to provide support when appropriate
- Address use of pronouns in clinical setting
- Lower progesterone use in TG patients

#### Psychiatrists:

- Go to the next one as well – reinforcement of info and spread the word
- Include gender literacy in my assessment and report. Include Tanner stage 2 gender conviction in report

#### Nurses:

- I will give education feedback to my colleagues
- Develop clinical pathways in my workplace
- Network with local GPs – try to educate them to acknowledge there is a group in the community who's needs are not met. Ensure I ask the individual what pronouns they want used & which name they want to be known as
- Exercise a greater understanding of the trans community
- Develop some transgender protocols for care within the context of a sexual health clinic
- Slow down – listen closely and hear the full story – needs – wants
- Discuss and give information to M.O. who visits the clinic

#### Counsellors etc:

- Network with transgender providers
- Provide further advocacy
- Educate my workplace. Increase awareness, knowledge, positive interactions with trans population
- Connect with colleagues. Set up a multi-D team!
- Share info with colleagues
- Look into setting/establishing transgender/gender support for young people in Ipswich, somehow
- Speak more
- Network more in the LGBTI etc 😊 community
- Network
- Raise awareness of local surgical options
- Take content back to the workplace & email some presenters

#### Others:

- Go research some of the new things that I have learned / medical terms I was unfamiliar with
- Communicate further w/professionals regarding future opportunities to enhance trans health care
- Follow up with Ricki regarding rainbow tick
- Update my information
- Greater networking

Do you have any suggestions for additional educational events that would be valuable in the area of transgender health? (eg prescribers' course; updates on special topics)

GPs:

- Prescribers courses – Updates on new changes/surgeries etc – child gender dysphoria course
- Prescribers course. List of friendly, transhealth friendly providers
- Prescribing course could be good
- Yes – other states too!
- Prescriber's course would be great
- I need an NZ based course
- More about younger trends and something for parents
- Counselling practical practice eg best ways to phrase questions etc.
- Prescriber's course in hormonal therapy
- Mental health outcomes after transitioning
- Psychological wellbeing. Fertility in transgender community. Paediatric Gender Dysphoria
- Prescribers course would be excellent
- RAGCP points would encourage more GPs to do this – puberty blockers/blocking
- Prescribers course
- Yes – prescriber's course would be good
- Prescriber's course
- Prescriber's course
- Prescriber's course very good
- Prescriber's course

SH&IDPHY:

- Could do 2/7 with 1/7-2/7 day prescriber's course with case studies to practice
- Resources / professionals based in each state
- Health professional discussion forum
- Prescriber's course
- Perhaps a masterclass on prescribing
- Prescriber's course – similar day in our state with local presenters (there are fewer professionals working in the area in my state)
- Prescriber's course

Psychiatrists:

- Can't think at present
- Adolescent gender transition

Nurses:

- More focus on the interplay of medicare & social issues & improving outcomes
- Transgender in palliative care – surgery for male to female transition – transition in a multicultural society (ie invite other cultures to explain if transgenders are "accepted" & what society can do to "accept" them)
- EQ (schools) response – as I had found out EQ had an effect policy able to be put in place for an 11yo client
- Yes, it is possibly to promote an entry level transgender day & another for transgender update

Counsellors etc:

- ASD
- Psychosocial care



- Yes, as above - More information about diagnosis, comorbidity with mental health & psychological therapy & care
- Further info on psychosocial & therapy child health
- Psychological issues specific to gender dysmorphia & transition
- I would be interested in workshops with a psychosocial focus
- More comorbidity content & Tx transgender health in forensic settings

#### Others:

- More specialisation of workshops – longer workshops for GPs etc.
- There was a fair amount of interest in hearing from trans folk about their experiences. Would be great to see more education that centres trans voices like the last few presentations 😊
- Educators & transgender support youth
- Short workshops on referral options and a slight expansion on some topics & some fundamental gender diverse basics
- Mental health focus. Sexual health focus. More on workplace & school (transitioning) affirming challenges and how to overcome them

### Have you any comment about the logistics of the workshop?

#### GPs:

- All good venue fun
- Very well organised. Closer to city would be better but of course this is a personal preference. Wouldn't be a good venue for 2/7 – isolated for out-of-towners. Really awesome day.
- It was very well organised
- All very good
- All good. Well done. Thanks
- Well done
- Good location. Bit hot. Food lovely for lunch
- What are the health outcomes if transitioned?
- Perhaps another modern venue next time but not essential, just my preference
- Run well thx
- No probs
- All worked well
- Went smoothly
- All good
- Very good
- All great, thank you very much!
- All good

#### SH&IDPHY:

- All v good
- My colleague had trouble making contact and didn't manage to enrol
- Air con issues @ venue need sorting. Well organised overall 😊
- More central. Those from interstate need to stay overnight anyway so it would have been nicer to be in town. Paediatric talk excellent should have been earlier, not rushed so important!
- Very good thank you
- Well run, good venue, food better, coffee needed a pod machine

- Maybe too long
- I thought it was simple and well run
- All great. Well done!
- Excellent registration. All good

#### Psychiatrists:

- Closer venue to the city
- Worked out very well. I do not think that more than 80 in course. This was the perfect number

#### Nurses:

- Thank you so much to all the organisers & presenters for your time, energy & expertise for a topic of great need for health professionals
- Everything was fine, just allow for more engagement and participant discussion to compound ideas/concepts
- All good
- Good venue for access/parking/location. Have an evaluation of all the sessions held today as 2 were missing
- Friday night networking information event would be good
- Excellent as usual

#### Counsellors etc:

- Air con
- All very smooth. Catering was lovely & free parking is always appreciated
- Easy, well supported process. Thank you!
- More central venue
- Lunch good – air con poor – good having power points
- A more central venue would have been nice, hard to find function room on property
- Room was warm. Mics should work/replace batteries during the day. Wonderful food!!
- Appeared to happen smoothly
- Need less content – more breaks please – too long!
- Well organised
- Venue too far from CBD with minimal public transport options

#### Others:

- Thank you
- Happy with the venue, catering & pre-workshop information
- Catering ✓ - Online rego ✓ - Contact ✓ - Bigger venue ✗ (so people don't miss out)
- ☺
- Halfway between Brisbane & GC would be better
- Catering was fantastic