



Training to Raise Acknowledge Needs  
and Inclusion of Transgender

**Activity 3:**  
**Training and Implementation**  
**of the model in the field**  
**Summary Report**

Content:

1. Introduction
2. Training activities summary in partner countries
3. Conclusions

## 1. Introduction

This report is a summary of training activities of 4 partner institutions in three European countries: PARADIGMA (IT), AMIGAY (IT), SAPLINQ (SK), TRANSPARENT (CZ) carried out within the TRANSIT project.

The aim of the training activities was to increase awareness and improve competences of specialists working in the fields of medicine and law in topics related to various areas of working with trans people.

The pilot training courses involved a total of 190 participants among health and legal professionals.

At the end of the training courses, the project included follow-up sessions with the professionals who participated in the trainings. These meetings were a key moment to assess if the skills (key and basic) learnt during the training courses were reflected in the respective work contexts of the professionals. It was also an opportunity to exchange views on clients/situations faced in their work contexts in relation to the topic.

Both the pilot courses and the follow-up activities were conducted with a participative methodology: the various topics examined were dealt with from both a theoretical and an applied perspective, through consultations, role playing, simulations and group work.

## 2. Training activities summary in partner countries

### ITALY

#### Training and follow-up sessions

Courses in Italy were organized by PARADIGMA and AMIGAY. Training was organized as a combination of online and offline forms. Within Activity 3.1 three offline and two online training sessions were implemented. All the three sessions took place in October 2023. (17, 24, 31), the duration of each session was three hours. Within Activity 3.2 three follow-up events were organised in January (15, 22) and February (06) 2024, of which two were carried out online and one offline.

On average, the number of participants per one session in the Activity 3.1 varied from 20 to 44. The number of participants in the follow-up meetings were from 7 to 9. Total number of original participants who took part in training in Italy is: 68 (9 lawyers, 9 nurses, 19 psychologists, 8 professional educators, 15 doctors, 2 sociologists, 3 social workers, 2 nutritionist biologists, 1 obstetrician).

#### Participants

Partners in Italy approached participants via standard call for participant calls, emails and social media. Most of the participants were representatives of the medical field (similar to the situation in Slovakia). Majority of sessions within the Activity 3.1 was aimed at specific issues related to a number of areas related to health care of trans people (oncology, endocrinology, paediatrics, general practitioners, rights of trans people related to health care, etc.). The partners indicated rather the motivation of professionals from the legal field. The Activity 3.2 sessions were approached in a similar way as in Slovakia. The follow-up sessions had a strong motivational feature-discussions about concrete experiences and case studies (to

assure at least some participation) as addition to the evaluation component.

## CZECH REPUBLIC

### Training and follow-up sessions

In the Czech Republic the courses were implemented by TRANSPARENT. The prevailing form in the 3.1 Activity was offline, carried out in three sessions: 21<sup>st</sup> September 2023, 6<sup>th</sup> November 2023 and a hybrid form (both online and offline) on 24<sup>th</sup> January 2024. This was due to the effort of TRANSPARENT to target the most relevant audience and tailor made training activities to suit their needs and abilities. The ratio of online and offline events in the follow-up 3.2 Activity was 50/50. Altogether 7 follow-up meetings were carried out: 6<sup>th</sup> October 2023, 7<sup>th</sup> November 2023, 8<sup>th</sup> December 2023, 4<sup>th</sup> January 2024, 17<sup>th</sup> January 2024, 18<sup>th</sup> January 2024, 9<sup>th</sup> February 2024.

The number of participants in individual sessions under the 3.1 Activity varied from 12 to 40. The attendance of the 6 follow-up sessions varied from 5 to 28. Total number of original participants who took part in training in the Czech Republic is: 72

### Participants

TRANSIT approached organising training sessions at two levels: 1) communicating with profound clinics that work with specialists and 2) open registration via call for participants. The first training session (offline) was carried out with the team of the Sexual Health Department at National Institute for Mental Health was approached with this programme and organised on their premises. Second training session was implemented in cooperation with the Psychiatric Clinic Kosmonosy and they implemented the training on their premises for the whole team of doctors and nurses as they work with trans clients. They found it very helpful for their work as a general introduction. Many attended the subsequent follow ups. Follow-ups in the Czech Republic turned out as most successful, especially with the medical field participants. We believe it is connected to the fact that highly relevant partners were

chosen with a number of doctors and nurses working on daily bases with trans people.

## SLOVAKIA

### **Training and follow-up sessions**

Training sessions in Slovakia were implemented by Saplinq. Most of the session were done online, only one session was offline. The Activity 3.1 sessions were implemented in combination of both forms: offline session on 7th October, three online sessions in November 2023 (11, 25, 30). The Activity 3.2 follow-up sessions were implemented in an online form in January 2024 (13) and February 2024 (09,16).

The number of participants in individual sessions under the 3.1 Activity varied from 13 to 24. The attendance of the 6 follow-up sessions varied from 5 to 9. Total number of original participants who took party in training in Slovakia is: 50

### **Participants**

The offline training on 7th October was organised in cooperation with the Slovak Medical Students Association (SLOMSA). There is no base ground organisation in Slovakia related to this topic. Political situation in Slovakia is extremely unfavourable to activities aimed at trans people. The government is cutting all funding for human rights organisations, hate speech from the governmental level in all types of media is actively targeting LGBTI+ people, individual activists and organisations. This has an impact on specialists too and many people are simply scared to become openly involved or declare support publicly. In this situation medical students are the target group we should pay attention to, since they are more open and not so much worried about the possibility of their career being damaged. Our long-term aim is to at least create a group of professionals who are open to deal with the topic. There were 24 students present in training. No follow-up activities were possible with regard to this group.

The group of registered participants (registering via call for participants, direct emailing, etc.) was mixed. Majority were specialists from the medical field, mostly with psychological backgrounds. Also people working in medicine are interested in legal issues so the legal modules were very much relevant and received great feedback. There are different levels of participants and strictly limiting participation in the sessions to specific fields would most probably lead to very low attendance if any. Most of the people who registered were those who already work with the topic - much less than those for whom this is completely new. In general transphobia is visible and openly communicated not only at the state level at university management levels. This creates an atmosphere of fear and reduces participation in general. There were a total of 26 original participants registered for the sessions.

Follow up sessions were not interpreted as “evaluation sessions” as there was a high risk of low or no participation. The Slovak partner decided to invite a relevant and interesting guest (experts from SK or CZ) as a sufficient motivation for the participants and each webinar had also an evaluative aspect where feedback was discussed in a more informal way.

### 3. Conclusions

The training fulfilled the foreseen objectives and reached and in some countries even exceeded some of the project indicators. Originally the project aimed at a total figure of 120 specialists being trained. The overall number of individual registered participants who took part in training activities is:190.

Each country implemented training in a different background. This has been mainly influenced by historical developments and current political situations. The worst situation is in Slovakia, where the recent government launched fierce attacks on civil society organisations in general. Organisations working with LGBTI+ communities are being attacked even more. The general narrative is demonising LGBTI+ and presents the community as a general threat. This discourages many specialists and has a negative impact on the whole society including quality and accessibility of health care services for transgender people.

There were some diversions from the original plan. Reality has proven that interest to attend such training is much higher within the specialists working in medicine than in the legal field. This is even more intensive if those specialists who work with transgender people on daily bases are approached. High interest was also noticed within the specialists working in psychology.

The training activities have managed to network those specialists who are willing to continue in further cooperation aiming for improvements in the lives of transgender people. In Slovakia the participants who took part in training sessions initiated creation of a facebook group where they could stay in contact and share information and good practices in future.