

## Supplementary File 2. Provider Interview Guide

The purpose of this interview is to understand your experiences providing health and/or social services for transgender women, particularly HIV treatment, prevention, care, and support; your recommendations for how to improve services for transgender women; and your feedback on content and delivery of a proposed training workshop for service providers to increase their ability to provide gender-affirming HIV prevention, treatment, care, and support services.

### Current Role and Responsibilities:

1. Tell me about your current role and responsibilities
  - a. How long have you been in this role?
  - b. What brought you into this field?
  - c. What is a typical day like for you? How do you spend your time over a typical week?

### Barriers and facilitators of delivering HIV prevention and other services to transgender women

2. What types of HIV prevention and treatment services exist for transgender women (PrEP, HIV testing, treatment)?
  - a. What types of programs are available for trans women? Which ones are available here? Which ones are referrals?
  - b. What do you think of the current programs?
  - c. What barriers or challenges have you encountered in providing HIV prevention, treatment, care, or support for transgender women? How are those barriers different from other patient populations you may currently serve or have served in the past?
  - d. How have you overcome those barriers?
  - e. What do you think is not addressed? How could current services (be specific) be improved?

### Feedback on a proposed workshop to address trans and HIV cultural competency among health and social service providers

Now I will give you a snapshot of a training workshop for health and social service providers, including doctors, nurses, social workers, and other providers, that we have been working on. The training has been developed by trans women with the goal of teaching providers about issues affecting trans women affected by HIV. We would really like to hear if you think that this training addresses the concerns you have just described, and what other information we can include to make the training better. We also want to hear what you think about how we plan to deliver the training.

The training workshop has been designed as a 3-hour session for care providers looking to learn more about HIV prevention, treatment, and support for trans women. The training will be delivered by trans women. During this training, we plan to have providers: 1) discuss human rights for trans women and think about different types of discrimination trans women may face such as transphobia, racism, sexism, and HIV stigma; 2) teach providers about common words to

express gender identity and expression and develop their basic understanding of trans healthcare, HIV prevention (e.g., pre-exposure prophylaxis) and HIV treatment (e.g., antiretroviral therapy) and how these types of healthcare affect trans women with HIV; 3) talk about what it means to be trans-affirming in their work and how they can make their organizations more trans-affirming; and 4) have participants complete a case study where they can apply what they have learned. These case studies will address issues affecting trans women who are immigrants/newcomers, trans women who are living with HIV, and trans women who experience other vulnerabilities, like homelessness.

3. What are your initial impressions on this training?
  - f. What content is missing?
  - g. How should this training be delivered?
  
4. What are some ways that the TEACHH training could be improved to better address the barriers you previously identified?