

**Forum:** United Nations International Children's Emergency Fund (UNICEF)

**Issue #28-02:** Addressing the bias towards gender identity and expression in youth

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### Guiding Questions as you Read

What parts of society make the biggest impacts in the way a child shows their gender identity and expression? Is this impact good, bad, or neither?

What are certain actions or behaviors that make sexual minority youth feel alienated and separate from their peers?

Who should be taking action and how? (Ex: parents, the government, NGO's)

## Introduction

### Key Terms

Gender expression  
Transgender  
Gender fluid  
Non-binary  
Pronouns  
LGBTQ+  
Gender identity

Society is known for creating stigmas regarding the topic of **gender expression** and **identity** in children, these stigmas make it difficult to discuss these topics. This is due to centuries of faith-based **stereotypes** that are a part of our society. As a result, this causes some children to feel alienated. Due to the stigmatization that follows the **LGBTQ+**, youth are unable to express themselves as fully as they wished. Some children try to communicate their feelings yet, they are invalidated by societal norms, consequently making them feel isolated. As an effect of society's traditional male and female stereotypes, what is perceived as "normal" impacts children's wellbeing. Since children are born, they are already put in specific **gender roles**. Such as boys being seen as



tough and are the leaders while girls are sensitive and cannot become leaders and need to be controlled by boys. This demonstrates how children are not being allowed to express themselves.

According to

HealthyChildren.org, it states that

"At birth, babies are assigned male or female based on physical characteristics. This refers to the **sex**" or "assigned gender" of the child." This quote shows how children are constantly placed in boxes since they are born, these boxes are the genders they are expected to be assigned. This quote re-enforces the idea of how the world chooses the child's gender, how children are not able to choose their own gender identity themselves as they grow. Some of this can be seen in households and society, how they usually can tend to reject children who try to express themselves due to them thinking that it's just a phase in their development. This can happen due to many reasons, such as religion and faith. This affects the children negatively, due to not being allowed to express their **gender identity**. By not being able to express themselves it can produce

the way they grow both mentally and physically.

Children not being able to show their gender identity and expression in society can cause children to feel that they cannot meet societies' expectations. Society in many ways chooses the way children should dress, speak and act. As a result, if a child does not follow these societal norms, they may and can be subjected to some people believing that it is just a phase, rebellion, or immaturity. These beliefs from people they know could make them feel lonely and lead to **depression**. Some parents disapprove of their children expressing themselves because they can feel embarrassed and judged by others around them.

#### Comprehension Question(s):

What leads to children feeling uncomfortable with the way they express and identify?

What are the consequences of societal norms?

## Definition of Key Terms

**Sex:** A trait that determines an individual's reproductive function, male or female.

**Gender:** The range of characteristics of, and differentiating between, femininity and masculinity. Depending on the context, these characteristics can include biological sex, sex-based social structures, and/or gender identity.

**Gender Identity:** A person's personal sense of their gender. Gender identity is internal so it is not necessarily visible to others.

**Gender Expression:** How a person expresses (shows) their gender identity, typically through their appearance, dress, and behavior.

**Bias:** Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

#### LGBTQ+:

L = Lesbian: A lesbian is a homosexual female: a female who experiences romantic love

or sexual attraction to other females.

**G = Gay:** A person who is emotionally, romantically, or sexually attracted to members of the same gender. Men, women, and non-binary people may use this term to describe themselves.

**B = Bisexual:** Bisexuality is romantic attraction, sexual attraction, or sexual behavior toward both males and females.

**T = Transgender:** Transgender is an umbrella term for people whose gender identity differs from what is typically associated with the sex they were assigned at birth.

**Q = Queer:** Queer is an umbrella term for sexual and gender minorities that are not heterosexual or cisgender.

**+ = Plus:** The plus signifies all other sexual identities and expressions that the other five initials do not cover. Some examples are Pansexual and Agender.

**Non-binary/genderqueer:** An umbrella term for gender identities that are neither male nor female; identities that are outside the gender binary.

**Gender Fluid:** A person whose gender identity (the gender they identify with most) is not fixed. It changes at different times (how it changes varies depending on the person).

**Conversion Therapy:** An umbrella term used to describe interventions that have in common the belief that a person's sexual orientation or gender identity can and should be changed. However, most conversion therapy treatments are dangerous and do not have a great effect.

**Sexual Orientation:** Sexual orientation is a part of individual identity that includes a person's sexual and emotional attraction to another person.

**Cisgender:** A cisgender person is someone whose gender identity matches the sex assigned at birth. For example, a human-born female who identifies as female or a human-born male who identifies as male.

**Mental Issues:** Conditions that change your thinking, mood, feeling, and behavior. They can be occasional or they can last a long time. They can hinder your ability to relate to

others and function in your everyday life.

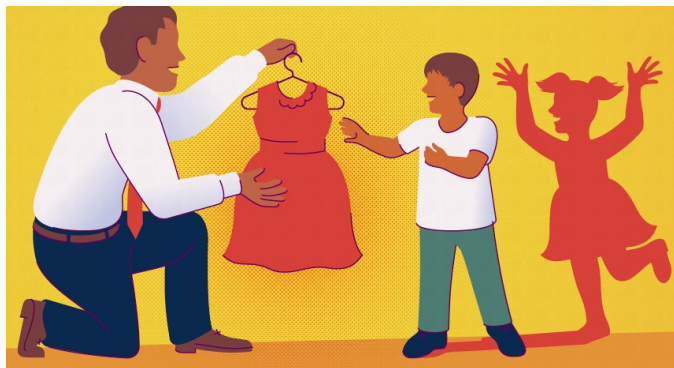
**Pronouns:** Pronouns are words used in place of a proper noun, such as someone's name. . Gender pronouns are the set of pronouns an individual believes they identify with the most. Examples of some pronouns are he/him/his (usually used by someone who identifies as male), she/her/hers (usually used by someone who identifies as female), and they/them/theirs (common gender-neutral pronouns set).

## Current Situation

It is important to understand the differences between situations where "kids are just being kids" and instances where they are expressing parts about themselves that are pertinent to their identity and development, including gender identity and expression. As we face the COVID-19 pandemic, marginalized groups are at increased risk of vulnerability and challenges, including youth of the LGBTQ+.

## Transgender Specific Challenges

Transgender youth experience discrimination and stigma that place them at an increased risk for poor mental health and suicide, substance abuse, violence, and many more. According to the global organization, Gay, Lesbian & Straight Education Network (GLSEN), 80% of transgender students report feeling unsafe at school. Most school administrators are unprepared to accommodate transgender students. Rather than focusing on their studies, many students find themselves in a situation where they struggle to find comfort in school, without being punished,



wearing clothes they do not feel comfortable with, or using facilities consistent with who they are. If administrators work proactively to ensure future transgender students are well cared for in their schools, school life for future transgender students will be a more pleasant experience.

## Conversion Therapy

**Conversion therapy** refers to the set of dangerous and discredited treatments that wrongfully claim to change a person's sexual orientation, gender identity, or expression. Conversion therapy relies on the medically false idea that LGBTQ+ and other gender diverse individuals are sick, causing severe pain and suffering; this results in long-term physical and psychological trauma. These practices violate the prohibition against torture and ill-treatment since they are premised on the idea that gender-diverse individuals are "inferior" to their cisgender counterparts, and that they must change their orientation or identity to compensate for that inferiority. According to The Trevor Project's 2020 National Survey on LGBTQ Youth Mental Health, 10% of LGBTQ youth in the United States reported undergoing conversion therapy. This also clarifies the fact that the youth that goes to conversion therapy reported more than twice the rate of attempting suicide in the past year compared to those who did not. Conversion therapy increases the shame and stigma so many LGBTQ+ young people already experience. Parents who attempt to change their child's gender identity create feelings of family rejection and risk, which can seriously hurt their relationship with their child.

## Role of Education

Education plays a big role in LGBTQ+ youth expressing their gender identity. However, the education system fails to properly address and represent LGBTQ+ youths' gender identity, expressions, and/or behavior. Transgender youth specifically feel that the current sex education they are taught is highly ineffective due to the lack of



relevant and inclusive information provided. There are very few sex education programs that advocate for LGBTQ+ inclusive sexual health, sexual orientation, and gender identity. According to a recent report in the US from sexual and reproductive health advocacy organizations, only 8.4%

of students who received sex education in schools received LGBTQ+ inclusive sex ed. Since LGBTQ+ youth is most affected by incomplete sex ed, inclusive sex education programs are imperative for the general well-being of LGBTQ+ youth.

### **Role of the household**

LGBT+ young people whose parents and caregivers reject them report high levels of negative health problems, while those whose parents support them show greater well-being, better general health, and a significantly decreased risk for suicide, depression, and substance abuse.

Most parents who seem to have to reject behavior, in reality, are usually motivated by care and concern to help their child “fit in” and be accepted by others. Whilst looking at this issue, it is important to understand that family behaviors are not isolated incidents, but happen in a cultural context. These households aim at socializing their children and teens to adapt and be successful in a hetero-normative (heterosexual) society. (Family Acceptance Project) A 2013 Pew Research Center survey found huge variance by region on the question of whether homosexuality should be accepted or rejected by society. In this survey, it was found that acceptance of homosexuality is particularly widespread in countries where religion is less prevalent in people's lives. These are also among the richest countries in the world. Compared to poorer countries with high levels of religiosity, few believe homosexuality should be accepted by society.

### **Role of Health Care**

Transgender and gender-nonconforming adolescents have difficulty accessing and receiving health care compared with cisgender youth. Transgender people face numerous health disparities as well as stigma, discrimination, and lack of access to quality health care. Some health disparities include an increased risk of HIV infection, especially among transgender women of color, and a lower likelihood of preventive cancer screenings in transgender men. (AMSA) Despite progress in countries such as Norway, Malta, Argentina, and Nepal, governments around the world continue to consider trans people “mentally ill,” and countries including Spain, Turkey, and Japan

still require a mental health diagnosis to legally change one's name or legal gender marker. Health professionals are generally not adequately prepared by current curricula to provide appropriate healthcare to trans and gender diverse people. This strongly implies that health care students would benefit from curricula that facilitate learning about **gender-affirming health care**.

## Major Parties Involved and Their Views

### United States

The United States is commonly known to be a place of freedom, LGBTQ+ marches roar across the nation every June, making it a welcoming place for the youth and their gender identity expression. But some states in the United States are still somewhat against LGBTQ+ rights and do not welcome youth gender identity expression. Some of the states would be Texas, Mississippi, and Alabama. Yet in the United States, some states explicitly condemn and prohibit discrimination against LGBTQ+ members such as those who are gender fluid. The Equality Act further emphasizes this, introduced in February 2021 this act directly targets the prohibition against discrimination on the basis of sex, sexual orientation, and gender identity. The act protects LGBTQ people from discrimination in employment, jury service, credit, housing, health, education, and protection in public places and spaces. The president of the United States, Joe Biden, recognizes the struggles of the transgender community and the expression of the gender of the youth, calling young transgender people "brave". He stated,

*"To all the transgender Americans watching at home, especially the young people who are so brave, I want you to know that your president has your back."*

### Netherlands

The Dutch government expects that by 2025, ID cards will be completely gender-free as they believe that it is an unnecessary registration of gender. This is backed up by the law on transgender rights established in December 2013 which allows transgender people to legally change their gender on legal documents such as birth certificates without the need of going through a sex reassignment medical procedure



or sterilization. In 2019 the established Equal Treatment Act was amended in order to completely prohibit discrimination on gender identity, gender expression, and sex characteristics. Since 2012, the Dutch education minister has mandated that before middle school, children receive lessons regarding gender identity and sexual identity. This emphasizes the importance education has on the development of a tolerant and healthy society that supports gender identity and expression amongst the youth.

## Sweden

Equality amongst those who identify as part of the LGBTQ+ community shapes Swedish society, formal rights for people identifying as LGBTQ+ have been strengthened through multiple reforms over the last decades. Regarding gender identity, in Sweden, the right to change gender has been legal since 1972 and in 2013 they made it unnecessary to undergo sterilization or surgery. Discrimination on the basis of gender identity and expression has been tried to become banned since 2009, by not allowing any type of unjust treatment towards individuals who identify as gender fluid or transgender yet is something that will take time discrimination. This includes education, health, housing, public spaces, work, employment, freedom of expression and peaceful assembly, etc. Sweden however, still only has two legal genders, either male or female, and a medical assessment is mandatory to change one's gender assigned at birth. Pressure is put on Swedish legislation to adapt to the term "non-binary" and to put a halt to the requirement of a medical assessment.

## India

India allows a third gender besides male or female, non-binary, to be recognized on an ample variety of legal documents, a step that multiple countries have yet to make. Protection of young individuals exploring their gender identity is given through the Transgender Persons (Protection of Rights) Act, which was recently established in 2019. This act aims to recognize the identity of transgender and gender-fluid people while prohibiting discrimination in the fields of employment, education, holding property, healthcare, and the use of public services. This act is an indication that the Indian government is making a substantial move towards a more progressive and inclusive society in which the gender of a person does not limit them from opportunities. However, many complaints have been made by the public in regards to specifics of

the act such as the convoluted process by which transgender people can change their legal documents to reflect their identity. Firstly the requirement of the individual to apply for a “transgender certificate” from the District Magistrate of where they reside. The second step of the process has it mandated as an obligation to provide proof of surgery issued by a hospital official, this contradicts the said recognition the government states to give to transgender individuals and the overall acceptance of gender expression.

## Nigeria

The Nigerian government states to be neutral on LGBTQ+ rights, however, actions prove otherwise as multiple decisions have been made showing Nigeria leaning more towards a less tolerant and accepting side. Persons in Nigeria continue to face violence, intimidation, and discrimination based on their sexuality and gender identity, this is all happening while the state allows it. Lesbian, gay, bisexual, and transgender people in Nigeria currently face constant social and legal challenges that are in turn not experienced by people that do not identify as LGBTQ+. The youth questioning gender identity and expression have no protection from the government.

## UN Involvement

Over the years, the United Nations has combated bias towards gender identity and expression in youth by a series of actions. The UN first started fighting bias when it adopted the Universal Declaration of Human Rights in December 1948. This declaration stated, “All human beings are born free and equal in dignity and rights... without distinction of any kind such as race, color, sex, language, religion, ... birth, or another status.” What this did is declare freedom of expression meaning that LGBTQ+ people, including youth, could be free to be themselves and express their gender identity freely without consequence. However, they are still getting judged and discriminated against nowadays despite the UN's best efforts to establish equality between all humans. In September 1990, the Convention on the Rights of the Child (CRC) was instated. The convention was signed by the General Assembly in November 1989; this was the resolution 44/25. Article 2 of this convention states, “States Parties shall respect and ensure the rights set forth in the present Convention to each child... without

discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, ..., or other status." This meant that now the UN started protecting the rights of children no matter their or their parent's sexual identity/orientation. This was a big step that helped protect children from being judged.

More recently, the UN has also taken action and has been trying to decrease bias towards gender identity and expression in youth. In June 2016, the United Nations Human Rights Council voted to adopt a resolution on "Protection against violence and discrimination based on sexual orientation, and gender identity." This meant that all LGBTQ+ people, including children, now should have protection against discrimination towards them when based on their sexual identity/orientation. The resolution allowed for more people to express themselves and show who they really are as opposed to having to hide without the ability to be themselves because of the fear of being judged. These resolutions and laws are not legally binding as their implementation did not change civilians' minds from one day to the other.

## Timeline of Events

| Date | Description of event                                                                                  | Effects:                                                                                                                                                     |
|------|-------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1919 | Magnus Hirschfeld opened the first sexological institute, the Institute for Sexual Science in Berlin. | The first clinic to serve transgender people on a regular basis. It inspired people and started a pro-transgender movement.                                  |
| 1930 | Lili Elbe has five surgeries, the fifth of which kills her in 1931.                                   | One of the first sex reassignment surgeries (SRS) was performed. This surgery was intended to show people that male-to-female (MTF) surgeries were possible. |
| 1932 | Magnus Hirschfeld performs the first "documented" surgery on Dora Richter.                            | First known person to survive a complete MTF surgery. It showed people that MTF surgeries were possible.                                                     |

|      |                                                                                                                 |                                                                                                                                                     |
|------|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
|      |                                                                                                                 | and could be successful.                                                                                                                            |
| 1945 | Gender reassignment surgery was performed on Michael Dillon.                                                    | First successful female-to-male (FTM) surgery. It inspired male transgenders as the FTM surgery showed that a physical transition was now possible. |
| 1951 | Robert Cowell becomes Roberta Cowell.                                                                           | The UK's first fully surgical altered MTF transsexual.                                                                                              |
| 1952 | Christine Jorgensen returns to the US after SRS and she is outed by the American press.                         | She causes an international sensation and is seen for many as the first visible transsexual in the media.                                           |
| 1966 | The Beaumont Society is Formed.                                                                                 | The trans-support group provided better information and raised awareness about transgender people.                                                  |
| 1976 | Tennis player Reneé Richards is barred from competition when she attempts to enter a women's tennis tournament. | Her legal battle establishes that transsexuals are legally accepted in transsexual entities.                                                        |
| 1978 | Gilbert Baker, artist/gay rights activist, designs the pride flag.                                              | LGBTQ+ people now had a flag to represent them.                                                                                                     |

|      |                                                                                                                                                     |                                                                                                                                                                                     |
|------|-----------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1988 | The formation of Stonewall UK, founded by Sir Ian McKellen, Lisa Power, and Lord Cashman in response to Section 28 and to campaign for LGBT rights. | The foundation of what is now the largest LGBT organization in Europe.                                                                                                              |
| 1990 | The Gender Trust is founded.                                                                                                                        | The largest UK charity supporting anyone affected by gender identity issues.                                                                                                        |
| 1995 | The formation of Mermaids, the trans children support group.                                                                                        | Their aim is to offer support and guidance to trans and gender-diverse children, young people, and their families.                                                                  |
| 2004 | The Gender Recognition Act becomes law in the UK.                                                                                                   | Allows transgender people to legally change their sex and have it recognized for the purposes of marriage and other issues.                                                         |
| 2019 | The World Health Organisation declassifies transgender health issues as a mental illness.                                                           | This had a "liberating effect on transgender people worldwide" as it showed that being transgender is not a mental issue (Graeme Reid, LGBT rights director at Human Rights Watch). |

## Past International Action

### Global Action for Trans Equality (GATE)

Global Action for Trans Equality is an international advocacy organization formed in 2009 that works towards seeking justice for individuals who are trans, gender diverse, or intersex putting a focus on the youth as a vital group to protect. The organization has developed multiple projects and programs with the aim of reaching its goal, programs include depathologization in which GATE is working internationally to advance pathologization to achieve legal and rightful gender recognition, engaging in international HIV response, seeking to attain socio-economic justice, working on increasing resources for movements, and working alongside the United Nations. As for projects, GATE initiated the AIDS 2020 project, Trans Men and HIV, UN Trans Advocacy Week, and the Unite Against Transphobia project. GATE's goal as stated is, "working internationally on gender identity, sex characteristics and bodily diversity."

### The Trevor Project

The Trevor Project is one of the leading non-profit organizations founded in 1998 that focuses on offering suicide prevention efforts and crisis intervention amongst LGBTQ+ groups including the questioning youth. It operates the Trevor Lifeline which is a confidential service offering trained counselors. The organization inclusively offers a complete source of education, a workshop with videos and teacher resources that are designed for adults working with the youth. The training aid counselors and teachers in discussing the prevention of suicide amongst the LGBTQ+ youth.

### ILGA World - The International Lesbian, Gay, Bisexual, Trans, and Intersex Association

Worldwide federation of over 1,700 organizations from over 160 countries and territories around the globe that campaign for the human rights of lesbian, gay, bisexual, trans, and intersex. They state, "We want a world where human rights of all are respected and where everyone can live in equality and freedom... regardless of people's gender identities, gender expressions and sex characteristics." ILGA does work in a variety of United Nations fora by for example reaching out to the Human Rights Council. ILGA has a program called Gender Identity, Gender Expression, and Sex

Characteristics Programme" in which since 2015 they have been continuously working on advancing the rights of trans people at global and regional levels. Multiple achievements have been already made through this program.

## Possible Solutions

### In Schools...

School and community leaders, teachers, and school staff have a major responsibility and opportunity to build learning environments where all students can excel and reach their full educational potential. In order to prepare students on the route to success, it is imperative to establish a sense of community and belonging in students. Many LGBTQ+ youth, on the other hand, are left feeling alone in their schools. This means that specific policies and procedures must be introduced in schools to support LGBTQ students, affirm their identities, promote safe and healthy learning environments, and increase equality and respect for all. Bullying and exclusion in school curriculum, restrictions on LGBT student clubs, and other forms of discrimination and intolerance based on gender identity and expression should all be taken into account while creating clauses during the lobbying process. While not complete, these broad concerns give a rough guide for assuring that LGBT people's rights are respected and safeguarded in schools.

### In Health Care.

Health care centers that have an environment where all patients feel welcome can better meet their patients' needs, including LGBTQ+ youth. By creating health care provider training, medical or mental health providers, hospitals, and all other care providers who work with/provide services for those who are transgender and/or gender non-conforming can advance their skills in addressing the needs of these diverse populations. These training programs can be in the format of seminars, workshops, lectures, etc. They will be able to serve as a way to increase the knowledge of concepts such as gender identity and gender expression and the diverse ways in which these can manifest. Consider looking at what gender-affirming health care is for youth and what it might look like.

## Sustainable Development Goal (SDG)

The 2030 Agenda for Sustainable Development takes relevance today, as member states committed "to leave no one behind." This means that the 17 objectives cannot be achieved without all people, particularly those who are the most marginalized, including LGBTQ+ youth. While there is no explicit attention to sexual and gender minorities in the SDG declaration by the UN, there is lots of room to include them in SDG-related actions.

### Quality Education SDG #4

*"Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all."*

Education is a fundamental human right and is indispensable for the achievement of sustainable development. However, worldwide, young people are bullied or excluded because they are (or are perceived to be) LGBT. Following SDG #4, some specific subtopics that should be addressed are discriminatory school policies, rigid uniform and dress guidelines, and insufficient gender and sexuality education.

However, when schools profile positive LGBT role models, harmful social attitudes can be challenged before they become fixed. The issue of "title" is a vital aspect to consider in SDG #4. This is because they are both deeply rooted in the idea of creating safe schools, including how our educational system responds to violence based on gender identity/expression and recognizing that these environments play a significant role in reinforcing harmful norms.

### Gender Equality SDG #5

*"Achieve gender equality and empower all women and girls."*

Goal 5 calls for an end to all discrimination and violence against women and girls. Unfortunately, lesbian, gay, bi, and trans people have been repeatedly left behind in international development and aid. When considering gender equality, we must think of all parts of the gender spectrum, men, women, in between, or even outside. Lesbian, bi, and trans women can experience multiple levels of discrimination and



violence because of their intersecting LGBT status. There is currently an absence of research on the relationship between gender identity, gender expression, and gender equality concerning trans people, reflecting their particular invisibility within public discourse and policy on (dis)empowerment.

Without measures to address discrimination based on gender identity, the international community will fail to deliver on the promise 'to leave no one behind'. This goal and issue "title" both bring up valuable space for conversation, considering creating trans-inclusive policies and expanding the term "gender."

## Useful Links for Research

### TIPS AND ADVICE:

- **Start broad, then dive into the specifics:** Researching is a big task, so it can be overwhelming to know where to start, there's nothing wrong with a basic internet search to get you started. Online resources like Google and Wikipedia, while not always accurate, are a great way to orient yourself in a topic, since they usually give a basic overview with a brief history and any key points.
- **Always remember your guiding and comprehension questions!** The questions we give are meant to be kickstarters to your brainstorming of solutions. Keep focused on how your research will help you with creating clauses and starting subtopics during the debate.
- **Ask for help.** Use the human resources available to you as well as the material resources. Feel free to always contact your chairs if you are feeling overwhelmed, unsure, or just need some support. We are willing to help give you additional resources and helpful extra advice.

### Specific Resources We Recommend to Read

- I. Basics: Understanding Gender  
<https://www.genderspectrum.org/articles/understanding-gender>
- II. Vulnerabilities of the LGBTQ Community During the COVID-19 Crisis  
<https://www.hrc.org/news/hrc-releases-research-brief-on-lgbtq-community-durin>

[g-covid-19-crisis](#)

<https://www.hrc.org/news/hrc-releases-research-brief-on-lgbtq-community-during-covid-19-crisis>

III. Debunking Transgender Myths

<https://www.hrc.org/resources/myths-and-facts-battling-disinformation-about-transgender-rights>

IV. The Sustainable Development Goals and LGBT Inclusion

<https://www.stonewall.org.uk/system/files/sdg-guide.pdf>

V. Significance for Schools, Parents, and Healthcare Providers

<https://www.cdc.gov/healthyyouth/disparities/ryt.htm>

VI. School Policy Ideas to Consider

<https://outrightinternational.org/sites/default/files/Final-SDG4-SIPA-Report.pdf>

VII. More Resources!

<https://www.hrc.org/resources/resources-on-gender-expansive-children-and-youth>

VIII. Closer Look at Health Care

<https://bmcomeduc.biomedcentral.com/articles/10.1186/s12909-020-1963-6>

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