Guidelines Development Group

WHO GUIDELINES ON THE HEALTH OF TRANS AND GENDER DIVERSE PEOPLE

3 TO 24 OCTOBER 2023

Alicia Krüger

Alicia Krüger holds a bachelor's degree in Pharmacy from the State University of Ponta Grossa (2016) Brazil, a Postgraduate Diploma (Specialist) in Clinical and Hospital Pharmacy from the International University Center (2020), a Postgraduate Diploma (Specialist) in Management of STI, HIV/AIDS, Viral Hepatitis and Tuberculosis Policies from the Federal University of Rio Grande do Norte (2017), a Master's Degree in Public Health, focused in pharmacoepidemiology, from the University of Brasilia (2018). She is a PhD candidate in Medicine - Clinical Endocrinology from the Paulista School of Medicine at the Federal University of São Paulo (UNIFESP), Brazil.

She worked at the Department of HIV/AIDS, Tuberculosis, Viral Hepatitis and Sexually Transmitted Infections at the Brazilian Ministry of Health where she led the agenda of pharmaceutical prescription of PrEP and PEP nationally. She also worked for the State Department of Health of Paraná at CIEVS - Information Center on Health Surveillance Strategies. Alicia was a Pan American Health Organization consultant for the Brazil WHO/PAHO Country Office, and is currently an Adviser on Inclusion, Diversity and Equity in Health Policies at the Ministry of Health in Brazil, assigned to the Health and Environment Surveillance Secretariat. She is also an ad hoc consultant for the Federal Council of Pharmacy (CFF), coordinating the CFF's Pharmaceutical Care Working Group for the LGBTQIAPN+ population. Alicia lives in Brazil.

Ayouba El Hamri

Ayouba is a trans and feminist activist based in Morocco. In 2018, they co-initiated Nassawiyyat, a Moroccan LBTQ women and nonbinary group. They are also Program Officer at Transat, the first led-trans and trans-specific group in the Southwest Asia and North Africa (SWANA) region. In 2019, Ayoub joined the African Trans Network as a Steering committee member representative of North Africa, and in 2022 joined the Queer Women Network as a Board of Directors member. Ayouba joined the philanthropy field in 2022. They joined FRIDA -the young feminist fund, as an Advisor representative of the SWANA region. In 2023, they joined the Global Network of People Living with HIV (GNP+) as a Country Focal Point responsible for monitoring the implementation of grants.

Chris McLachlan

Chris McLachlan is the chairperson of the Sexuality and Gender Division of the Psychological Society of South Africa and the Professional Association of Transgender Health, South Africa (PATHSA). Chris also serves as a board member of the World Professional Association of Transgender Health (WPATH), represents South Africa on the International Psychology Network (iPsyNet) and is an advisory board member of Wits Reproductive Health Institute's trans clinics. He has been involved in the sexually and gender diverse field since 1992 and is one of the first registered marriage officers in South Africa under the Civil Union Act. Furthermore, Chris is registered as a Clinical Psychologist and works at a rape crises centre in South Africa. He also runs a small private practice focusing primarily on members of the LGBTQI+ community, provides gender affirming healthcare and sees people that have been affected by conversion practices. Chris is a trainer/lecturer in the field of sexuality and gender diversity and has published extensively.
Chris was the co-chair of developing the Southern African HIV Clinicians Society gender-affirming healthcare guideline for South Africa and one of the authors of WPATH's Standards of Care 8. Chris was also part of the core team that developed PsySSA's guidelines and training manual on sexuality and gender diversity and contributed to the National Prosecutors Agency's Expert court witness in the field of SGBV guideline (inclusive of affirmation of diversity).

Chris is a PhD candidate at UNISA, thesis title: Que(e)ring healthcare: Transgender and gender diverse persons' lived experience within healthcare and the development of trans affirmative practice guidelines. Chris identifies as gender non-binary, trans masculine and lives in a beautiful village with his children in South Africa. He believes in 'Doing Hope' and to contribute to spaces where all Trans, gender diverse and non-binary people can be free and live their own truth.

**Cianán Russell**

Cianán Russell is a Senior Policy Officer at ILGA-Europe based in Brussels, Belgium, working on policy and advocacy relating to trans, intersex, health, conversion practice, data collection and the anti-gender movement in Europe and Central Asia. They started LGBTI activism in the USA in 1996, and have previously worked with the Indiana Transgender Rights Advocacy Alliance (USA), the Asia Pacific Transgender Network, and Transgender Europe.

Cianán is also the Director of Trans Survivors Network, an international NGO focused on research, advocacy, and awareness-raising related to the needs and care of trans and gender diverse people exposed to sexual violence, sexual assault, and rape. They are a member of the GATE Trans Men and HIV Working Group and are part of the Man.ish Cave Team (Amsterdam).

They have a Ph.D. in chemistry from Purdue University (2008) and served on the Georgia Institute of Technology teaching faculty from 2008-2013.

**Elma de Vries**

Elma de Vries, MBChB, MFamMed, FCFP(SA), is a family physician passionate about the right to access healthcare for marginalised populations. Elma served as chairperson of the Rural Doctors Association of South Africa (RuDASA) from 2000-2004 and was the first President of the Board of Médecins Sans Frontières South Africa (MSF) from 2007-2009. Elma is a founding member and current secretary of the Professional Association for Transgender Health South Africa (PATHSA), and a co-author of the SAHCS Gender Affirming Guideline for South Africa.

Elma is completing a PhD in Health Science Education with the topic "How can the process of professional identity formation of a gender-affirming practitioner inform medical curriculum change?" Elma has 21 years of lecturing experience in Family Medicine at the University of Cape Town and worked as a senior family physician at Mitchell's Plain District Hospital and Heideveld Community Day Centre in Cape Town, South Africa. Elma was appointed associate professor and MBChB Programme Coordinator at the new medical school at Nelson Mandela University in Gqeberha, South Africa, in March 2022.
**Erika Castellanos**

Erika Castellanos is a trans woman living with HIV from Belize who resides in the Netherlands. Erika's areas of expertise include health issues focusing on HIV, human rights, and gender. In 2015 Erika completed the certificate program on LGBTI Health research at the University of Pittsburgh. She founded the first network of people living with HIV in Belize in 2009 and later co-founded the first trans network in the country.

In 2017 Erika joined GATE as the Director of Programs and is currently the Executive Director of GATE, Global Action for Trans Equality, a global advocacy organization working on trans, gender diverse, and intersex issues. She leads GATE's work on movement building, health, and human rights.

**Eszter Kismödi**

Eszter Kismödi JD, LLM, is an international human rights lawyer specialised in sexual and reproductive health and human rights; human rights, legal and policy aspects of gender expression, gender and bodily diversity.

She is the Chief Executive of Sexual and Reproductive Health Matters (SRHM), which promotes sexual and reproductive health and rights globally through its multidisciplinary, open-access, peer-reviewed journal. She also works as an independent human rights lawyer. Over the past ten years, she has been working with several UN Agencies, International Organizations and NGOs, including UNAIDS, UNHCR, UNDP Asia Pacific Hub, OHCHR, WHO, the World Association for Sexual Health and CREA. Between 2002-2012 she worked as a human rights adviser at WHO, Department of Reproductive Health and Research. Her work includes extensive policy development and multi-country research on the reclassification of gender identity and expression at the WHO ICD11 classification of diseases; she has led the development of the WHO's Statement on Elimination of forced sterilisation and co-coordinated a legal and policy research and multi-country collaboration in legal gender recognition in nine Asia-Pacific Countries for UNDP Bangkok Regional hub.

She was a board member of GATE, Global Action for Trans Equality, between 2014-2021 and has been a member of other UN and international committees. She is the Co-Chair of the UNAIDS Reference Group on HIV and Human Rights and Executive Committee member of the World Association of Sexual Health (WAS), and Chair of WAS Sexual Rights Committee. She has been a visiting fellow at the Global Health Justice Partnership of the Yale Law School and Yale School of Public Health since 2016. She is a regular guest lecturer at various universities, and she has published extensively in international journals and contributed to several WHO and other UN publications. She is Hungarian, based in Geneva, Switzerland.

**Florence Ashley**

Florence Ashley is a transfeminine jurist and bioethicist whose work focuses on trans issues in the legal and healthcare systems. Florence is an assistant professor at the University of Alberta Faculty of Law in Canada. They have obtained a doctorate at the University of Toronto Faculty of Law and Joint Centre for Bioethics. They hold law degrees and a master’s from the McGill University Faculty of Law and served as the first openly transfeminine law clerk at the Supreme Court of Canada. They are widely published, with over 30 refereed publications in law, bioethics, healthcare, and social sciences. Florence is the author of Banning Transgender Conversion Practices: A Legal and Policy Analysis (UBC Press, 2022). To learn more about their work, see: [www.florenceashley.com/about.html](http://www.florenceashley.com/about.html)
Rena Janamnuaysook

Rena Janamnuaysook works as a Program Manager for Implementation Science at the Institute of HIV Research and Innovation (IHRI) in Bangkok, Thailand, where she established the Tangerine Community Health Clinic as the first transgender-led health clinic in the region. She manages and provides technical guidance for the development and implementation of HIV research and programs for transgender people and other key populations in Thailand and in Asia. Rena is one of the NIH CHIMERA D43 program fellows, part of the IeDEA network program, to learn to conduct HIV and mental health implementation research.

She has also worked as Project Management Specialist in HIV Key Populations for the USA Agency for International Development and co-founded the Thai Transgender Alliance, Thailand's first transgender-owned human rights organisation. Rena received a master's degree in international development from the University of Birmingham, United Kingdom and is currently doing her PhD at the Amsterdam Institute for Global Health and Development, University of Amsterdam, the Netherlands.

Sanjay Sharma

An alumnus of AFMC Pune, he is the first Consultant Administration of the Armed Forces Medical Services (AFMS), India. He received training in Pediatrics from Army Hospital R&R, Delhi and completed his Masters in Management Studies from Osmania University. Sanjay Sharma commanded two Air Force Hospitals and represented the AFMS in international fora. He coordinated National and International Humanitarian Aid and Disaster Relief operations. He was awarded "Commendation by the Chief of Air Staff" in 2013.

He is the Founding Director and CEO of the "Association for Transgender Health in India (ATHI)". As a member advisory committee of the Transgender Empowerment Board of Delhi, he contributed to formulating the Transgender Persons Protection of Rights Act 2019 and Rules 2020. He petitioned the Delhi Commission for Protection of Child Rights (DCPCR), Government of NCT of Delhi, to pass an Order to prevent sex assignment surgeries on intersex children. He was instrumental in the formulation of the first "Indian Standards of Care" for the delivery of Transgender Healthcare- ISOC1, and two online certificate courses on Gender Education, namely the Introductory course for Medical, Paramedical, Nursing and Ancillary staff of Healthcare Facilities under the" Gender Friendly Healthcare Facility Initiative (GFHFI)" and the Introductory course for Teachers, Educationists, Parents and Students under the "Gender Friendly Educational Institute Initiative (GFEII)".

He was appointed as a member of the Technical Working Group for the Transgender specific Integrated Service Delivery package in NACP (National AIDS Control Programme); and developed a White Paper on Comprehensive Health-related Services for Transgender Persons. He is also a member of the Technical Resource Group (TRG) for interventions among Transgenders/Hijra persons under NACP phase V, Ministry of Health & Family Welfare, Government of India.

He was elected as Board Member-at-large of World Professional Association for Transgender Health (WPATH) in January 2020, he is the Co-chair of the WPATH Book Club. He is the proud recipient of the WPATH 2022 Harry Benjamin Distinguished Education Award.
Sanjay Sharma is a proud parent of a Transgender woman and an active member of "Sweekar: The Rainbow Parents", a parent support group for LGBTQAI+ persons, and lives in India.

Teddy Cook

Teddy Cook has over 15 years of experience in community health and non-government sectors. Teddy is ACON's Director of LGBTQ+ Community Health, overseeing client services and LGBTQ+ health, equity, and harm reduction programs. Teddy specialises in community development, health promotion and program delivery. He led the development of TransHub and established ACON's Trans Health Equity program. Teddy is an Adjunct Lecturer at the Kirby Institute UNSW in Australia and a queer man of trans experience.

Teddy Cook works across a diverse range of policy, education, health promotion, research and advocacy projects aimed at improving health and rights for trans people of all genders. Teddy Cook led the creation of TransHub, ACON's digital information and resource platform for trans people, allies and clinicians.

Teddy Cook currently sits on a number of steering and advisory groups, including the Expert Advisory Group and Gender Advisory Board for Private Lives 3 (Australia's largest LGBTIQ health and wellbeing survey) at the Australian Research Center in Sex, Health and Society (ARCSHS), La Trobe University, the Australian Bureau of Statistics Sex, Gender and Sexuality Standard Reference Group, the Facebook Combatting Hate Speech Advisory Council, the National LGBTI Health Alliance Trans Advisory Group, the NSW Criminal Justice System Trans Advisory Council, the Positive Life NSW Trans Advisory Group. He has been an advisor to the NSW Ministry of Health in developing its first LGBTI Health Strategy. Teddy Cook is also a member of the Trans Health Research Group and is Associate Investigator on TRANSform, an Australian longitudinal gender health study. Additionally, Mr Cook led ACON's work developing A Blueprint for Improving the Health and Wellbeing of the Trans & Gender Diverse Community in NSW (2019).

Walter Bockting

Walter Bockting is Professor of Medical Psychology (in Psychiatry and Nursing) at Columbia University and Director of the Program for the Study of LGBTQ+ Health at Columbia University Irving Medical Center in the USA. He is also a Research Scientist with the New York State Psychiatric Institute, leading the Area of Gender, Sexuality, and Health. His research interests include identity development across the lifespan, transgender health, LGBTQ+ ageing, and the neuroscience of gender. His research has been funded by the National Institutes of Health, the New York Community Trust, and a number of other private foundations.

He is currently the Principal Investigator of three large NIH-funded studies: Project AFFIRM, a longitudinal, multi-site study of the development of trans and nonbinary identities, the behavioural risk for cardiovascular disease, and resilience across the lifespan; Convoy Q, examining the role of social networks in cognitive ageing of LGBTQ+ adults and their cisgender, heterosexual counterparts; and an examination of the quality of life of trans and nonbinary individuals following gender-affirming surgery.

Dr Bockting is an internationally known expert in gender-affirming healthcare as well as in the mental health and psychosocial adjustment of transgender, gender non-binary and gender-diverse children, adolescents, adults, and their families. He is the Editor of six volumes on gender and sexual health and has published more than one hundred articles in
peer-reviewed journals. Dr Bockting is a past president of the World Professional Association for Transgender Health and a past president and Fellow of the Society for the Scientific Study of Sexuality. In 2010-11, Dr Bockting served on the Institute of Medicine Committee of the National Academies, whose work culminated in the IOM Report on the Health of Lesbian, Gay, Bisexual, and Transgender People: Building a Foundation for Better Understanding.

Today, Dr Bockting's work combines research, clinical practice, education and training, and policy development to promote the health of LGBTQI+ individuals and their communities and advance scientific knowledge on gender and sexuality more broadly.

Yanyan Araña

Yanyan Araña is an empowered Transgender woman working in advocacy since 2015 and continuously pushing for the inclusivity and accessibility of sexual, reproductive, and transgender health care for the Transgender community in the Philippines. She is the Program Manager of Transcend by LoveYourself, the arm of LoveYourself Inc. that provides sexual health and gender-affirming services, research, events, and other interventions to the Transgender community. She’s also one of the catalysts in establishing Victoria by LoveYourself and Lily by LoveYourself, the first two community center in the Philippines focused on the needs of transgender and gender-diverse people. She also worked with ISEAN- HIVOS Program in 2016 and the Islands of Southeast Asia Network on Male and Transgender Sexual Health (ISEAN) in 2017.

Yanyan finished her Bachelor's in Broadcast Communication at the Polytechnic University of the Philippines and she is currently enrolled in a master's degree programme in Development Studies at Batangas State University, Philippines. Yanyan is also involved in the Philippine Professional Association of Transgender Health as the secretary and a member of Lakanbini Advocates Pilipinas Inc., the largest network of transgender organisations in the Philippines.

Zakaria Nasser

Zakaria has been involved in trans and queer feminist organise in Lebanon since 2007. He was a member of Meem, an underground LBTQ group, since (2007), coordinated the group's space between 2008 and 2011, and took on the coordination of the group between 2011 and 2013. He has since been part of various grassroots organisations and community spaces in Lebanon and regional and trans-regional networks working on bodily autonomy.

In 2016, Zakaria co-founded Qorras, a group producing queer feminist knowledge, where he leads finance and fundraising and is involved in various initiatives. Since 2017, Zakaria co-leads the Tajassod working group in Qorras, which focuses on trans leadership, practical information and networking for trans individuals in Lebanon. Through various forms of engagement, Zakaria is committed to trans connectedness and liberation and to implementing ethical structures and governance processes.