

National Ambulance LGBT Network



The Ambulance Service Trans Toolkit - Book 4

The Trans World

A Professional Development Resource

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The Ambulance Service Trans Toolkit A Professional Development Resource

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**National Ambulance
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◀ Inspirational Trans People ▶



▶ Laverne Cox

Laverne Cox (pictured above) is an American actress and trans activist. She rose to prominence with her role as Sophia on the series *Orange is the New Black* and became the first openly trans person to be nominated for an Emmy Award.

Since then she has fought fiercely for the rights of trans people, especially trans women of colour who have incredibly high murder rates across the world. She is the first openly trans person to appear on the front cover of Time Magazine and Cosmopolitan, and to have a wax figure in Madame Tussauds.

▶ Stephanie Hirst

Stephanie Hirst is an English radio presenter best known for hosting the weekday breakfast show on

Capital Yorkshire: Hirsty's Daily Dose. In 2014 she came out as trans woman and began to transition.

In June 2016, she was one of the prominent faces of Pride In London's '#No Filter' campaign. Hirst is actively involved in the promotion of LGBT rights and spends a large portion of her time giving inspirational talks about issues facing the community. In July 2016 she was awarded an Honorary Doctorate from Leeds Beckett University for her contribution to public life.

▶ Aydian Dowling

Aydian Dowling began his career documenting his transition from female to male. Since then he has become a speaker, a trans



advocate and community leader. He was the first trans male to be on the cover of *Gay Times Magazine* and started his own clothing company. He also runs a binder program which gives young trans men and trans masculine people access to free binders if they are unable to afford one.

► Chaz Bono

Chaz Bono (pictured above) is the child of musicians Sonny Bono and Cher, and as a result his life was on public display from an early age. Tabloids outed Chaz as a lesbian but he later revealed that he was a trans man.

Chaz is a prominent LGBT activist and has served as Entertainment Media Director for the Gay and Lesbian Alliance Against

Defamation. He documented his female-to-male transition for television to educate viewers on trans issues.

► Laura Jayne Grace

Laura Jane Grace is an American musician best known as the founder, lead singer, songwriter and guitarist of the punk band *Against Me!* She publicly came out as a trans woman in May 2012 and began to transition. Grace helped to create a 10-part documentary called *True Trans* where she interviewed “gender variant people from all walks of life” to allow them to tell their stories. She has also worked with Joan Jett and Miley Cyrus to make videos for the Happy Hippie Foundation to raise money for homeless LGBT youth.



A Trans History from WW2 to Present



During World War 2 the **Nazi Party** abused, murdered and sterilised transgender people. Aversion therapy was used to eliminate homosexuality and was later used on transgender people.



Christine Jorgensen

becomes an American trans media sensation when the New York Daily News carried a frontpage story under the headline “Ex GI Becomes Blonde Beauty”.



Marsha P Johnson was a co-founder of STAR (Street Transvestite Action Revolutionaries) and one of the first activists to fight back against institutional prejudice in the wake of the Stonewall uprising. Marsha died in 1992. She was found in the Hudson River. Friends said that they had witnessed her being harassed earlier in the day and insisted that she was not suicidal, but her death was ruled a suicide. Many still believe she was murdered.



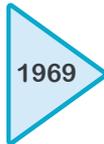
In 1951 **Roberta Cowell** became the UK’s first full surgically-altered trans woman.



April Ashley had gender reassignment surgery in 1960. After returning to England, she became a successful fashion model and had a small role in the film *The Road to Hong Kong*, which starred Bing Crosby and Bob Hope. Her credit was dropped from the film after she became the first person in the UK to be outed as transsexual by the Sunday People in 1961.



In 1969 the **Stonewall Riots** were started by transgender and gender-nonconforming, along with other LGBT people. They resisted arrest in a routine bar raid on the Stonewall Inn in New York City, thus helping to ignite the modern LGBT rights movement.



Sylvia Rivera was one of the earliest and most influential transgender rights activists following the Stonewall Inn uprising in 1969. She was present at the riots at only 17 years old. She spent almost her entire life fighting for civil rights reform. On her death, one prominent activist cited her as “the Rosa Parks of the modern transgender movement”.

1969

A Change of Sex was aired on the BBC. Viewers followed pre-op transsexual, Julia Grant, through her transition. The documentaries also highlighted the hostile attitude at that time of psychiatrists based at the gender identity clinic at Charing Cross Hospital.

1979

The UK **Sex Discrimination Act** was amended to include protections on the basis of gender reassignment.

1999

The **International Olympic Committee** decided trans people could compete at the Athens Olympics if they had had appropriate surgery and were legally recognised as members of their new sex.

2004

Trans Pride Brighton started in 2013; thought to be the first Trans Pride event to be held in the UK.

2013

1970

A judgement by **Justice Ormrod** set a precedent leaving post-op trans people unable to marry in the UK. April Corbett married in 1963 but the marriage was annulled and she was declared legally still a man despite undergoing reassignment surgery.

1991

The Gender Trust was founded in the UK: a charitable organisation promoting education around trans and gender identity issues.

Also in 1991, transgender youth, **Brandon Teena**, was raped and murdered in Nebraska. This hate crime brought widespread attention to transgender discrimination and violence and became the subject of the award-winning film, *Boys Don't Cry*.

2004

The UK **Gender Recognition Act** became law. It gave transgender people full legal recognition of change of gender.

2010

The **Equality Act 2010** legally protected people from discrimination in the workplace and in wider society. This included those who were or were intending to undergo gender reassignment.

◀ Trans Flags ▶

Transgender Pride Flag



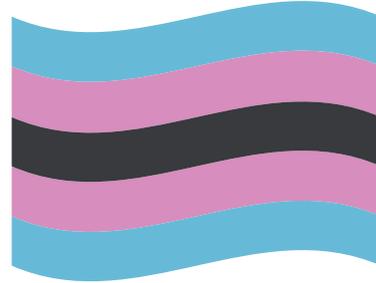
The Transgender Pride Flag was created in 1999 by a trans woman from the USA called Monica Helms. She says:

▼▼ The stripes at the top and bottom are light blue, the traditional colour for baby boys. The stripes next to them are pink, the traditional colour for baby girls. The stripe in the middle is white, for those who are intersex, transitioning or consider themselves having a neutral or undefined gender. The pattern is such that no matter which way you fly it, it is always correct. ▼▼

This is now the most prominent flag for those who identify as trans. Here in the UK the flag is flown by Brighton and Hove Council on Transgender Day of Remembrance and Transport for London flies the flag from their headquarters for Transgender Awareness Week.

There are several alternative transgender flags. Unlike the LGBT community worldwide which has adopted the rainbow flag, trans communities have not adopted one single flag design. A few of the alternative flags are shown below.

Black Trans Flag



Created by Raquel Willis, the Black Trans Flag is a variant of the Transgender Pride Flag. Willis created it as a symbol to represent the higher levels of discrimination, violence and murder the black trans community face in contrast to the larger transgender movement.

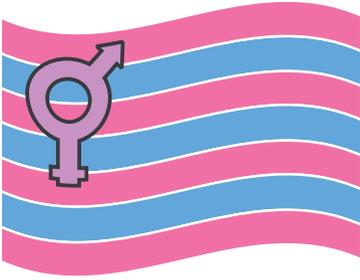
Trans Flag



The Trans Flag was created by Michelle Lindsay, a graphic designer from Ottawa, Canada. It consists of two stripes: the top in magenta representing female, and the bottom

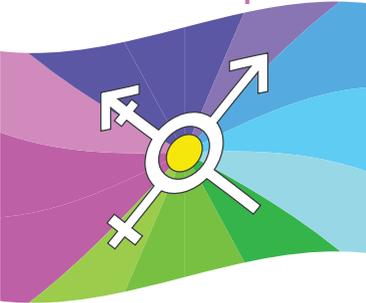
blue representing male, overlapped by a transgender symbol in white.

Transgender Pride Flag



This flag was designed in 1999 by Jonathan Andrew, a trans man from San Francisco. It consists of seven stripes alternating in light pink and light blue separated by thin white stripes and featuring a twinned Venus and Mars symbol in lavender.

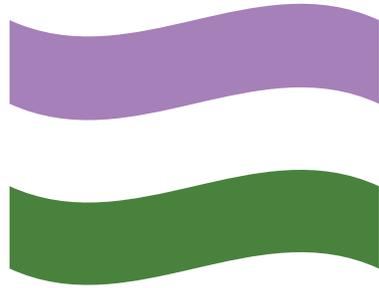
Trans Kaleidoscope



Created by members of the Toronto Trans Alliance in 2014, the graded colours represent a range of gender identities across the spectrum. The pink represents women/femininity. Purple represents those who feel their gender identity is a combination of male and female. Green represents those who feel neither male nor female. The blue represents men/masculinity and the yellow circle in

the middle represents those who are intersex.

Genderqueer Flag



Designed by genderqueer writer and advocate, Marilyn Roxie, this flag has a top lavender stripe - a mixture of blue and pink to represent androgyny – a white stripe representing agender or gender-neutral identities and a dark green stripe to represent third gender identities and those who identify off the traditional gender spectrum.

Non-Binary Flag



Created by 17-year-old Kye Rowan in 2014 this consists of four stripes: yellow, white, purple and black. Yellow represents those whose gender exists outside of gender binary, white is for those who have many or all genders, purple for those who feel their gender is between female and male, and black for those who feel they are without gender.

Trans People and the Stonewall Riots



The Stonewall Riots, also called the Stonewall Uprising, began in the early hours of 28 June 1969 when New York City Police raided the Stonewall Inn, a gay club.

The 1960s were not a welcoming time for LGBT people in the USA. Holding hands, kissing, or dancing with someone of the same sex in public was illegal in New York. The New York State Liquor Authority shut down establishments that served alcohol to known or suspected LGBT people.

The mafia purchased the Stonewall Inn and profited from the shunned LGBT community. It was large and cheap to enter. It welcomed transgender people and drag queens, who were not welcome at other gay bars and clubs. It was also where many runaways and homeless LGBT youths would meet.

The bar was often raided by Police and in the early hours of the 28 June 1969, Police entered the bar with a warrant. They harassed those inside the bar and arrested 13 people, including those who they considered to be violating the state's gender-appropriate clothing law. Officers took suspected crossdressing patrons into the bathroom to check their sex.

Due to the constant harassment by Police, LGBT people outside the bar became increasingly agitated. This led to an uprising of hundreds of people. Protests, involving thousands of people, continued in the area for five more days.

Many of those who instigated and took a vital role within the uprising were transgender people, particularly transgender women of colour.

Trans People in Film and TV



Representation of trans people in film

Boys Don't Cry: a 1999 film based on the true story of Brendon Teena who was victim to a brutal rape and murder by two male acquaintances when they realised he was transgender.

A Kid Like Jake: a 2018 film based on a play of the same name. It follows two parents as they struggle with their four-year old son's gender identity when they realise, he might be transgender.

Boy Meets Girl: a romantic comedy which follows the romance of a 21-year-old transgender woman and a woman she meets whilst working in a coffee shop.

Representation of trans people in television

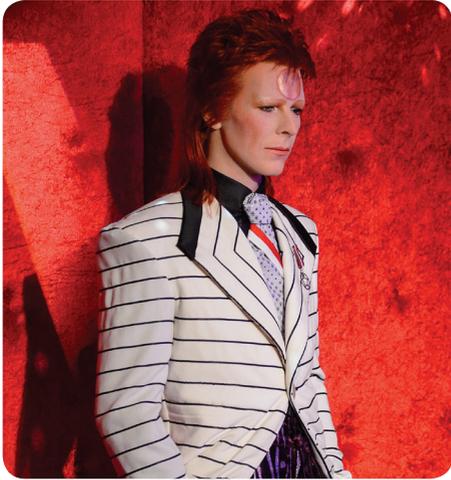
The Fosters: an American family drama following the Foster family, led by lesbian couple Stef and Lena. The show has been praised for its portrayal of LGBT themes including those of trans and gender-diverse people.

EastEnders: Kyle Slater is a trans man who was on EastEnders from 2015-2016, played by trans actor Riley Carter Millington. Kyle followed Stacey Branning around and she began to think she had a stalker. She later learnt that her father had another family and Kyle was her half-brother.

Emmerdale: Matty Barton is a trans man on Emmerdale. He is the son of John Barton and Moira Dingle and brother of Holly and Adam Barton as well as Isaac Dingle. He is played by trans actor Ash Palmisciano.

Hollyoaks: Sally St. Claire is a fictional character in Hollyoaks. Her character is played by Annie Wallace, a trans woman selected during a casting workshop for trans actors. She is the first trans actress to play a regular trans character in the British soap opera genre.

◀ Trans People in Music ▶



Christine Jorgensen

One of the earliest trans figures in popular music was Christine Jorgensen. She was a trans woman who transitioned in the 1950s. As a musician she released a few singles, most notably a song called *Crazy Little Men*. Whilst she never reached superstar fame, she provided the groundwork for future trans representation in music.

David Bowie

David Bowie (pictured above) questioned and pushed the boundaries of gender. Bowie was at the forefront of the glam rock movement which sought to challenge expectations of gender, sexuality and identity.

Candy Says by Lou Reed

This song is based on Candy Darling, an American actress, Warhol superstar and trans icon. The song is a particularly striking account of a transgender woman. The opening lyrics of the song make it one of the first pop songs to talk about gender dysphoria:

“Candy says, ‘I’ve come to hate my body and all that it requires in this world’.”

Against Me! Laura Jane Grace

Laura Jane Grace is lead singer of the band Against Me! Throughout her career Grace had a painful public struggle with her gender identity. In 2012 she came out as a trans woman and documented her transition in the album *Transgender Dysphoria Blues*. The album is iconic within trans music history and explores deeply her feelings of gender dysphoria.

“Your tells are so obvious, shoulders too broad for a girl. It keeps you reminded, helps you remember where you come from.”

◀ Trans People in Sport ▶



Kye Allums is a former basketball player who was playing on the women's team at George Washington University when he began his transition to male. His story hit the headlines in the USA and he attempted suicide. He is now a trans advocate who speaks publicly about his experiences. He starred in Laverne Cox's documentary *The T Word*.

Fallon Fox (pictured above) is the first openly transgender athlete in the history of mixed martial arts. She was forced to come out when a journalist indicated he knew she was trans. Since then there has been a lot of controversy over whether or not Fox possesses an advantage over other

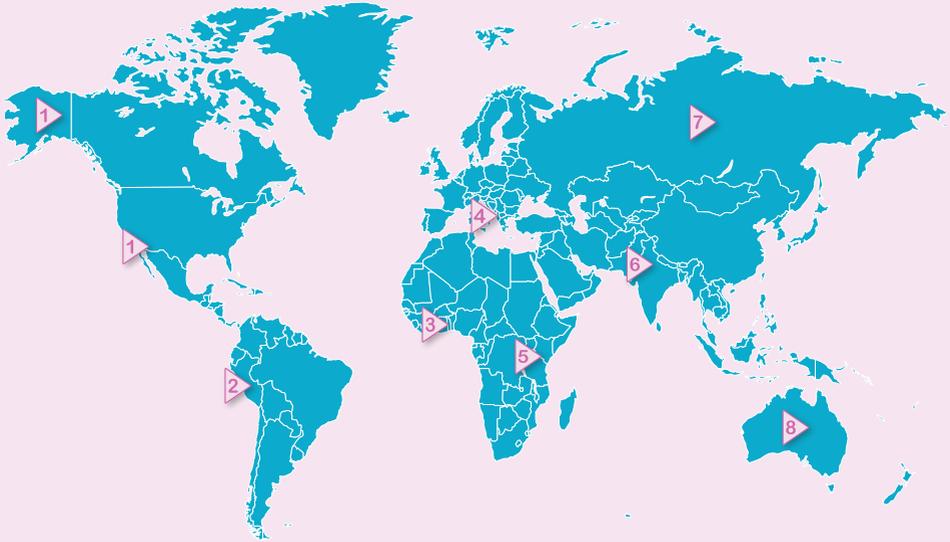
female fighters. She received a considerable amount of transphobia during the time.

Dr. Bobbi Lancaster is a golfer and family doctor from Arizona USA. She transitioned to female in 2012 and she took up golf again, a sport she really enjoyed as child. Lancaster was the first transgender golfer to take part in LPGA Symetra Tour.

Chris Mosier gained a spot on Team USA in the men's sprint duathlon, becoming the first trans athlete to join a US national team that matched his gender identity not his gender assigned at birth. He then founded a website *TransAthlete.com* which was made to help and advise transgender athletes.

Mianne Bagger became the first openly transitioned woman to play in a professional golf tournament. She became the first trans woman to qualify for the Ladies European Tour in 2004. She has been a trailblazer in sport leading to the eligibility for transitioned women to compete on professional golf tours.

Gender Diverse Cultures



1 Nadleehi and Dilbaa (Navajo)

The Navajo term nadleehi refers to the tradition of a third gender, in which those assigned male at birth embody both the masculine and feminine spirit. Dilbaa refers to those assigned female at birth with a more masculine spirit. Both are considered to encompass both genders in one person.

Navajo tradition places nadleehi and dilbaa in high esteem and they often assume roles as healers in their tribes. Many indigenous North American communities recognise gender diverse individuals. Two-spirit is a modern term used

to describe those who fulfil a traditional third-gender in these communities.

2 Quariwarmi (Inca, Peru)

In pre-colonial Andean culture, the Incas worshipped the chuqui chinchay, a dual-gendered god. Third-gender shamans performed sacred rituals to honour this god.

Gender Diverse Cultures

3 Mino (Benin)

The Kingdom of Dahomey (now Benin) had an all-female regiment of female warriors called the mino (our mothers). They were unmarried

and childless women who were thought to have masculine or aggressive traits.

4 ▶ **Burrnesha (Albania)**

First documented in the 1800s, but traced back to the 1400s, Northern Albania's burrnesha are assigned female at birth but who take a vow of chastity and wear male clothing in order to be viewed as men in the highly patriarchal society.

5 ▶ **Mashoga (Kenya, Tanzania)**

Mashoga is a Swahili term that connotes a range of identities on the gender continuum. While loosely used to indicate gay men, a large proportion of mashoga are assigned male at birth and then adopt the female gender early in life. They characteristically wear both men and women's clothing, but in a manner distinct to mashoga alone. They often assume female gender roles and serve a crucial role in wedding ceremonies.

6 ▶ **Hijra (South Asia)**

In South Asian cultures, including India, Pakistan, and Bangladesh, hijras are those assigned male at birth who adopt a feminine gender identity, women's clothing and other feminine gender roles. Most hijra do not consider themselves to be men or women or transgender, but a distinct third gender. A tradition

of castration still exists but is no longer a requisite to be recognised as a hijra. Hijra generally live on the margins of society and many are forced to survive by begging or sex work. Many hijras live in well-defined, organised, all-hijra communities, led by a guru.

7 ▶ **Chuckchi (Siberia)**

The Chuckchi are a nomadic, shamanic people who embrace a third gender. Generally, shamans are assigned male at birth and adopt some female roles and appearance. Chuckchi usually marry men but are not subject to the social limitations placed on women. Chuckchi could accompany men on the hunt, as well as take care of family.

8 ▶ **'Sistergirls' + 'brotherboys' (Aboriginal Australian)**

In Australia, indigenous transgender people are known as 'sistergirls' and 'brotherboys'. As in some other native cultures, there is evidence that trans and intersex people were much more accepted in their society before colonisation. Now, there is much more stigma attached to these individuals. In recent years there has been an increasing number of support groups specifically aimed at sistergirls and brotherboys, who have their own unique psychological and medical needs.

◀ Supporting Organisations ▶

The information in this section was correct at the time of writing in March 2020

Beyond the Binary

A magazine site providing information for and about people who don't fit the gender binary <http://beyondthebinary.co.uk>

Diversity Role Models

Workshops for young people led by LGBT role models and allies, addressing bullying www.diversityrolemodels.org

DSM-5 (Diagnostic and Statistical Manual of Mental Disorders, edition 5)

The American Psychiatric Association, 2013 The handbook used by health care professionals in the United States and much of the world to diagnose mental disorders. www.psychiatry.org/psychiatrists/practice/dsm edition 11: due 2018
The international diagnostic tool used by World Health Organisation member states www.who.int/classifications/icd/en/

Educate and Celebrate

Offers teacher training and resources to support development of an LGBT+ Inclusive curriculum www.educateandcelebrate.org

Gender Identity Development Service

The Tavistock and Portman NHS Foundation Trust explains the services available for gender variant young people, referral details, guidance for schools and parents, FAQs and more. <http://gids.nhs.uk>

Gender Reassignment Protocol

NHS Scotland, 2012 Treatments/treatment criteria for Scotland
www.sehd.scot.nhs.uk/mels/CEL2012_26.pdf

Gendered Intelligence

Charity which aims to increase understanding of gender diversity
<http://genderedintelligence.co.uk>

Health

Good practice guidelines for the assessment and treatment of adults with gender dysphoria

Royal College of Psychiatrists, October 2013 www.rcpsych.ac.uk/usefulresources/publications/collegereports/cr/cr181.aspx



ICD-10 (International Classification of Diseases, edition 10)

World Health Organisation, edition 10: 1994

Inclusion for All

Works in schools, especially primary schools, to tackle gender stereotyping, LGBTQI stereotyping, HBT bullying and related derogatory language

www.inclusionforall.co.uk

Information for General Practitioners Working with Transgender People Transgender

Equality Network Ireland (TENI), 2016 www.teni.ie/attachments/0ce15fc2-69f4-4b3b-94df-a7c90a11e53b.PDF

Interim Gender Dysphoria Protocol and Service Guideline 2013/14

NHS England, 2013 Treatments/treatment criteria for England. Includes a useful process / access flowchart www.england.nhs.uk/wp-content/uploads/2013/10/int-gend-proto.pdf

LGBT in Britain - Home and Communities

Stonewall, 2018 Statistics on the experiences of LGBT people in relation to racism, ableism and transphobia in LGBT communities https://www.stonewall.org.uk/sites/default/files/lgbt_in_britain_home_and_communities.pdf

LGBT in Britain – Trans Report

Stonewall, 2017 Statistics on the experiences of trans people across a number of areas including health, hate crime, work and education www.stonewall.org.uk/lgbt-britain-trans-report

Mermaids

Charity supporting trans and gender-diverse children, young people, and their families <https://mermaidsuk.org.uk>

NHS Choices website – Trans Health Section

Includes personal stories of trans people and their loved ones www.nhs.uk/livewell/transhealth/pages/transhealthhome.aspx

Other Resources

Reports and Studies National LGBT Survey Government Equalities Office (GEO), 2018

First national LGBT survey – 108,000 respondents incl. 13% trans people - summary and full reports <https://www.gov.uk/government/publications/national-lgbt-survey-summary-report>

Queer Futures

Department of Health Policy Research Programme Project, 2016 A study investigating LGBT youth suicide, self-harm and help-seeking

www.queerfutures.co.uk/queer-futures-final-research-report/

Regard

Advice, campaigning and resources by and for LGBTQ disabled people

<http://regard.org.uk/about-us/>

School Report: The Experiences of LGBT Young People in Britain's Schools in 2017

Stonewall, June 2017 www.stonewall.org.uk/sites/default/files/the_school_report_2017.pdf

Schools Out

A range of information, campaigns and resources for educational environments and professionals www.schools-out.org.uk <http://the-classroom.org.uk>

Screening for Life NHS Wales, May 2016

A good example of information specifically for trans people, created in conjunction with trans people, supporting access to various screening services

www.screeningforlife.wales.nhs.uk/transgender-information

Service Specification for Gender Identity Development Service for Children and Adolescents NHS England, 2016

Treatments/treatment criteria for England. Includes treatment pathway flowcharts (p17/18) www.england.nhs.uk/wp-content/uploads/2017/04/gender-development-service-childrenadolescents.pdf

Specialised Services Policy: CP21 - Specialised Adult Gender Identity Services NHS Wales, 2012

Treatments/treatment criteria for Wales www.whssc.wales.nhs.uk/document/281109

Standards of Care for the Health of Transsexual, Transgender, and Gender- Nonconforming People

Version 7 WPATH (World Professional Association for Transgender Health), 2012 The full international protocol for the treatment of trans people

www.wpath.org/publications/soc

Stonewall

National LGBT campaigning and education charity with a range of programmes and resources www.stonewall.org.uk

Supporting Patients Accessing Gender Identity

Services Brighton & Hove Clinical Commissioning Group, January 2016 A guide for GPs on the care of trans patients, especially those accessing NHS Specialist Gender Identity Services www.gp.brightonandhoveccg.nhs.uk/supporting-patients-accessing-gender-identity-services

The Proud Trust

LGBT+ youth organisation, provides resources <https://www.theproudtrust.org>

Trans Mental Health Study

Scottish Transgender Alliance, in partnership with TransBareAll, TREC (the Trans Resource and Empowerment Centre), Traverse Research and Sheffield Hallam University, 2012 www.scottishtrans.org/wp-content/uploads/2013/03/trans_mh_study.pdf

Transgender Equality Report

House of Commons Women and Equalities Committee, January 2016 A major cross-cutting report recommending legal and practical changes www.publications.parliament.uk/pa/cm201516/cmselect/cmwomeq/390/390.pdf

Twilight

People A project that discovers and celebrates trans and gender-variant people of faith www.twilightpeople.com/the-project/

UK Lesbian and Gay Immigration Group (UKLGIG)

Promotes equality and dignity for LGBTI asylum seekers <https://uklgig.org.uk/>

Yorkshire and Humber Protocol

Providing Hospital Services To Trans Patients Yorkshire and Humber NHS, 2012. An example of a protocol setting out practical considerations relating to trans people in hospital www.barnsleyhospital.nhs.uk/equalitydiversity/files/2012/01/Providing-Hospital-Services-to-TransPatients-Protocol-2012.pdf

Your Body, Your Health

Men's Health Forum, 2015 A manual that explains health choices for trans men, trans masculine and non-binary people www.menshealthforum.org.uk/your-body-your-health

Youth Chances

A survey of the experiences of LGBTQ young people in England and the commissioners and service providers responsible for the services they need The Metro Centre Limited, University of Greenwich, Ergo Consulting, January 2014 www.metrocentreonline.org/research-and-training/big-research/

◀ Sources ▶

The information in this section was correct at the time of writing in March 2020

Billboard 25 Songs About Gender Identity

Sept 20, 2017 by Trish Bendix <https://www.billboard.com/articles/news/pride/7966104/25-songs-about-genderidentity>

Boy Meets Boy David Levithan and John Green

August 2013 National Center for Transgender Equality US https://transequality.org/sites/default/files/docs/resources/NTDS_Report.pdf

Gender Construction Kit

The UK guide to changing things linked to gender. This organisation offers a range of resources which includes binding, corsets, bra inserts, tucking, STP devices and packing <https://genderkit.org.uk/>

How to Tackle Transgender Discrimination at Work

<https://www.peoplemanagement.co.uk/experts/legal/tackling-workplacetransgender-discrimination>

Independent Lens

A map of gender-diverse cultures http://www.pbs.org/independentlens/content/two-spirits_map-html/

LGBT in Britain - Trans Report

Stonewall UK

https://www.stonewall.org.uk/system/files/lgbt_in_britain_-_trans_report_final.Pdf

National Ambulance LGBT Network

This organisation offers a range of resources which includes information on supporting trans people, advice for call takers when speaking to trans people and raising trans awareness <https://www.ambulanceLGBT.org>

NHS

<https://www.nhs.uk/conditions/gender-dysphoria/>



NHS Sheffield Health and Social Care – Gender Identity Clinic

Trans women collaborative care protocol <https://www.shsc.nhs.uk/sites/default/files/2019-12/V10-22-01-18-TG-SCPTrans-woman-Sheffield-Logo.pdf>

Trans men collaborative care protocol <https://www.shsc.nhs.uk/sites/default/files/2019-12/V12-22-01-18-TG-Transman-Sheffield-Logo.pdf>

Preventing Suicide: Lesbian, Gay, Bisexual and Trans Young

People <https://www.gov.uk/> https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/417707/Trans_suicide_Prevention_Toolkit_Final_26032015.pdf

Stonewall Riots

May 31, 2017 <https://www.history.com/topics/gay-rights/the-stonewall-riots>

Trans Mental Health Study 2012

GIRES UK Jay McNeil, Louis Bailey, Sonja Ellis, James Morton & Maeve Regan https://www.gires.org.uk/wp-content/uploads/2014/08/trans_mh_study.pdf?fbclid=IwAR2Dzp_m0OD5Wg-NKiQuSb3mnoyLRz33zm7k0gOB97oLba45Fck6bvM28E

For more information about the
National Ambulance LGBT Network visit:

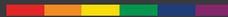
www.ambulanceLGBT.org



We are delighted to be partnering with CPDme to bring
you high quality professional development resources:

www.cpdme.com/NALGBT

CPDme[®]
Development for Life



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