

## UN-GLOBE Statement for IDAHOBIT

### *Our Bodies, Our Lives, Our Rights -- 17 May 2022*

The theme of this year's International Day Against Homophobia, Biphobia, Intersexphobia and Transphobia (IDAHOBIT) reflects a world where people are routinely denied the right to autonomous decision-making over matters of their body and health simply because of their diverse sexual orientations, gender identities, gender expressions and sex characteristics.

Globally, intersex people face invasive, nonconsensual surgeries to forcibly align their sex characteristics with an artificial binary, and less than one in 20 countries protect them from discrimination. Meanwhile, transgender people struggle to access gender affirming transition-related care the world over, and only one tenth of countries protect them from discrimination based on gender identity. Only one third of countries protect people from discrimination based on sexual orientation. And, even where we are not criminalized explicitly, efforts to forcibly change our diverse sexual orientations and gender identities or expressions remain rife. For the sake of their work, many of our LGBTIQ+ personnel live and work in such environments, despite often living in fear of abuse and without access to adequate supports.

Despite being the home of the Universal Declaration of Human Rights, our internal environments are not immune to stigma, abuse and discrimination. While the UN has made strides in recent years to become a more welcoming place for LGBTIQ+ personnel, concerning gaps remain. Sadly, we cannot always call our workplace a safe place. For example:

- “Family duty stations” are not always safe or equally accessible for LGBTIQ+ families, with many opting out of career opportunities or choosing to be separated for extended periods from their partners and children in order to ensure their wellbeing and safety.
- Duty stations that are not otherwise considered “hardship” still often present hardships for LGBTIQ+ personnel, particularly in terms of personal security and safety.
- Our personnel routinely face obstacles to accessing comprehensive medical care, regardless of where they are located.

These are just some of the concrete challenges that LGBTIQ+ personnel face, which not only hold us back compared with our colleagues but put us at increased risks to our health and safety and exacerbate the mental health concerns that many of us live with.

Despite our fully volunteer capacity, UN-GLOBE seeks to support all LGBTIQ+ personnel facing internal challenges. However, to ensure a sustainable way forward, we call for institutional reforms so LGBTIQ+ personnel can thrive within the UN system. Heteronormative, cisgendered, endosexist, and Western and colonial approaches prevent the UN from addressing the needs of LGBTIQ+ personnel in all our diversity. This IDAHOBIT 2022, we call on all UN personnel, especially those in positions of power, to act in solidarity with LGBTIQ+ personnel as we demand respect for our bodies, our lives and our rights.

The UN-GLOBE Board

*To learn more, visit [www.unqlobe.org](http://www.unqlobe.org).*