

WHAT YOU NEED TO KNOW:

#WONTBEERASED

HOW BUSINESSES CAN TAKE A STAND FOR THE TRANS COMMUNITY

OVERVIEW

Over the weekend, the New York Times released [a draft memo](#) from the Trump Administration that aims to establish a legal definition of “sex” so narrow that it would eradicate the basic civil rights of all transgender and gender-expansive people in the US.

WHAT IT COULD MEAN FOR TRANSGENDER INDIVIDUALS

- This narrow definition would eradicate federal recognition of the nearly two million transgender people in this country.
- Transgender Individuals could encounter heightened opposition and discrimination including genetic testing and significantly increased barriers to healthcare, education, employment, and housing that would irreparably harm an already vulnerable population.
- The memo represents another disconcerting move by an Administration that has already attempted to ban [transgender people](#) from serving in the military.

WHAT IT COULD MEAN FOR YOUR COMPANY

- Know that frightening news like this can weigh heavily on your transgender and gender-expansive employees. Anti-transgender federal policies and decisions can embolden opposition to the transgender community, particularly in more rural and conservative areas, which puts them at further risk of harassment and discrimination.
- Corporate voices hold incredible weight with this Administration. While our national LGBTQ organizations and transgender leaders are on the front lines of this fight—your impact cannot be overstated. Your economic power can be leveraged to create change.

ACTIONS CISGENDER ALLIES CAN TAKE TODAY

- Publicly voice your opposition to the Trump Administration's attempt to erase the rights and identities of transgender individuals, and urge your company to voice their opposition.
- Utilize the hashtag: #WontBeErased in your social media communication and share the following [graphic](#):



- Reach out to a transgender or gender non-conforming person in your life and check-in with them – let them know you care about them and are fighting with them.

ACTIONS YOUR COMPANY CAN TAKE TODAY

- **Make a public statement**—Publicly voice your company's opposition to the Trump Administration's attempt to erase the rights and identities of transgender individuals.
- **Utilize the hashtag:** #WontBeErased in your social media communication to support the transgender community.
- **Send out an internal message** to let your transgender employees know that you're going to protect them, that you value their existence and identity, and you will work to ensure that their existence will not be erased by this Administration.
- **Give us your point of contact** for strategic and coordinated public policy efforts so that we may provide further items for engagement as we receive more urgent information. [Send us an email.](#)

FURTHER RESOURCES

The Department of Health and Human Services (HHS) is [leading an initiative to formalize a legal definition of "sex"](#) within Title IX that says "sex" is "either male or female, unchangeable and determined by the genitals a person is born with." Within the draft memo, HHS contends that government bodies should adopt a rigid and consistent definition of gender and that sex as listed on one's original birth certificate "constitute(s) definitive proof of a person's sex unless rebutted by reliable genetic evidence."

Familiarize yourself and your company with the urgency of engaging in this issue:

- The National Center for Transgender Equality's [Response](#)
- The NY Times original [report](#)
- What [Federal Courts Say](#) About Transgender Discrimination: "The Trump Administration Says Trans Protections are "fake news." Federal courts disagree."