

OUT & EQUAL
WORKPLACE ADVOCATES

TRANSGENDER DAY
OF REMEMBRANCE



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Transgender Day of Remembrance seeks to highlight the losses we face due to anti-transgender bigotry and violence. I am no stranger to the need to fight for our rights, and the right to simply exist is first and foremost. With so many seeking to erase transgender people—sometimes in the most brutal ways possible—it is vitally important that those we lose are remembered, and that we continue to fight for justice.

- Transgender Day of Remembrance founder [Gwendolyn Ann Smith](#)

OVERVIEW

Transgender Day of Remembrance (TDoR) is observed annually on November 20th to memorialize those lives lost to anti-transgender violence and to shine a light on the persistence of anti-transgender violence. Founded in 1999 by Gwendolyn Ann Smith after the murder of Rita Hester in Allston, Massachusetts, TDoR has grown significantly into an international day of action, awareness, and community. While most TDoR activities are in the United States, dozens of countries have seen these memorials grow in the last few years.

The [American Medical Association](#) has declared that violence targeted at transgender people in the United States has reached “epidemic” proportions, with the vast majority of reported murders being transgender women of color. The rash of anti-transgender violence is global and may directly affect employees across operations. According to the [TDoR 2019 update from TGEU](#) (Transgender Europe) a total of 330 cases of reported murders of trans and gender-diverse people occurred in merely a year’s time (October 1, 2018 - September 30, 2019). The highest count of murders occurred in Brazil with a staggering 132 cases, followed by Mexico (65), and the United States (31). However, even these numbers fail to capture the true count of transgender murder victims, [as killings are often not reported and/or the identity of victims is misreported](#).

WHAT YOU CAN DO—HONORING TDOR

Anti-transgender violence is both a sobering reality and multifaceted issue requiring support and action from multiple vantage points. Furthermore, companies, their employee resource groups, and internal champions can have a meaningful impact.

Here are six ways to honor Transgender Day of Remembrance within your company or organization:

- 1.** Attend and/or volunteer at a local vigil or memorial in your community. TDoR events are often at houses of worship, parks, or public buildings. To find an event, connect with your local LGBTQ organization and search online to see what may be available in your area.

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- 2.** Donate time, money, or in-kind contributions to local transgender-serving organizations.

WHAT YOU CAN DO—HONORING TDOR

- 3.** Disseminate internal and external communications honoring the day. These can highlight transgender narratives and/or share a personal message from an executive, champion, or individual employee noting the sobering statistics of violence against the transgender community and an affirmed commitment of the organization to equality, safety, and dignity for all.

WHAT YOU CAN DO—HONORING TDOR

4. Co-host an event or discussion with other ERGs at your company. The disproportionate rate of murder of trans people of color warrants collaborative conversation, particularly around the intersectional roles race and gender identity play in society.

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- 5.** Hold a vigil or memorial onsite and read aloud the known names of those who have been murdered to honor their memories.

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6. Use social media to show your solidarity with this community, using the hashtag #TDOR. Out & Equal will be looking for posts by companies and by ERGs to elevate during TDoR. Tag **@outandequal** or email us at hello@outandequal.org to make sure that we see your posts.

LOOKING AHEAD

Supporting the safety and equal treatment of the transgender community should not be a one-time event. In addition to recognizing the somber day of Transgender Remembrance, each company and organization has an opportunity to reflect on their year-round inclusion and advocacy efforts, from healthcare coverage for transgender employees and their families to speaking out against legislative attempts to undermine transgender equality. Ensuring that employees, their families, and communities are safe is in every employer's best interest and is truly the foundation upon which values of inclusion rest.

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