Transgender Day of Remembrance

November 20, 2020

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Honoring Transgender Day of Remembrance

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.

This year the number of transgender and gender non-conforming people lost to anti-transgender violence is the highest on record in the United States. So far, at least 37 transgender or gender non-conforming people have been killed, with the vast majority of reported murders being Black and Brown transgender women. In 2019, the American Medical Association stated that violence targeted at transgender people reached “epidemic” proportions. In 2020, record-breaking violence is also compounded by the ongoing pandemic, political uncertainty, and racially motivated violence, which has continued to disproportionately affect the transgender and gender non-conforming community.

1 This number is likely higher, as many killings of transgender and gender non-conforming individuals are incorrectly reported or unreported.
National conversations around race have also prompted greater awareness around
the murder of Black transgender women. After Dominique “Rem’mie” Fells and Riah
Milton—two Black transgender women—were killed within just 24 hours this summer,
thousands of people marched in support of Black transgender lives across the nation.

The rash of anti-transgender violence is global and may directly affect employees
across operations. According to the TDoR 2020 update from TGEU (Transgender
Europe) a total of 350 cases of reported murders of trans and gender non-conforming
people occurred in merely a year’s time (October 1, 2019 - September 30, 2020).
The highest count of murders occurred in Brazil with a staggering 152 cases, followed
by Mexico with 57 cases.

According the Thomson Reuters Foundation, the number of transgender people killed
in Brazil has risen by 70% over the last year, and Brazil remains the world’s deadliest
place for transgender people.
Here are five ways to honor Transgender Day of Remembrance within your company or organization:

Employers, their resource groups and internal champions can have an impact on anti-transgender violence and connect with local organizations on Transgender Day of Remembrance.

1) **Attend a local vigil or memorial in your community.** TDoR events are often hosted at houses of worship, parks or public buildings. However, this year, many of these events are being held virtually. A simple online search of “Transgender Day of Remembrance events” and your city should yield results.

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

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

4) **Leverage external communications and platforms to highlight transgender narratives.**

5) **Hold a virtual vigil or memorial** and read aloud the known names of those who have been murdered to honor their memories.
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 free of hate-motivated violence is in every employer’s best interest.

Here are a few Out & Equal resources for your company to use in supporting your transgender and gender non-conforming employees year-round:

- How to Celebrate Transgender Employees on TDOV and Year-Round
- Transgender Americans Belong: An Open Letter to America’s Employers
- What’s Your Pronoun? Strategies for Inclusion in the Workplace
- Inclusão de Pessoas Transgêneras e Não Binárias no Local de Trabalho Brasileiro
Say Their Names

Aerrion Burnett  
Aja Raquell Rhone-Spears  
Angel Unique  
Brayla Stone  
Bree Black  
Brian "Egypt" Powers  
Brooklyn Deshuna  
Dior H. Ova  
Dominique "Rem'mie" Fells  
Dustin Parker  
Felycya Harris  
Helle Jae O'Regan  
Jayne Thompson  
Johanna Metzger  
John Scott DaVore  
aka Scottlyn Kelly DaVore  
Kee Sam  
Layla Pelaez Sánchez  
Lea Rayshon Daye  
Lexi  
Marilyn Cazares  
Merci Mack  
Mia Green  
Michelle "Michellyn" Ramos Vargas  
Monika Diamond  
Neulisa Luciano Ruiz  
Nina Pop  
Penélope Díaz Ramírez  
Queasha D. Hardy  
Riah Milton  
Sara Blackwood  
Selena Reyes-Hernandez  
Serena Angelique Velázquez Ramos  
Shaki Peters  
Summer Taylor  
Tony McDade  
Yampi Méndez Arocho  
Yunieski Carey Harerra