



November 20, 2021

T D O R

A Guide to Honoring Transgender Day of
Remembrance



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 nonbinary people lost to anti-transgender violence is the highest on record in the United States. So far, at least [44 transgender or nonbinary people](#)¹ have been killed, with the vast majority of reported murders being Black and Brown transgender women. As is too often the case in the reporting of anti-transgender violence, many of these victims are misgendered in local police statements and media reports, which can affect the accuracy of reporting these deaths. In 2019, the [American Medical Association](#) stated that violence targeted at transgender people reached “epidemic” proportions. In 2021, the record-breaking violence is also compounded by the ongoing effects of the pandemic, racially motivated violence, and the most dangerous legislative season for anti-transgender bills across the country.

¹ This number is likely higher, as many killings of transgender and gender non-conforming individuals are incorrectly reported or unreported.



According to LGBTQ+ advocates, the anti-trans bills sweeping across the nation are responsible for fueling a deadly stigma. The anti-trans bills and politicians establishing platforms based on transphobia and anti-trans violence are sending the message that trans and nonbinary people are less than human, therefore, it is acceptable to treat them inhumanely.

The rise of anti-transgender violence is global and may directly affect employees across operations. According to the Trans Murder Monitoring project (TMM) In 2020, more than 350 trans and nonbinary people were murdered around the world, a 6% increase from 2019. With over 150 transgender and nonbinary people killed in 2020, constituting 43% of all murders recorded around the world, Brazil remains one of the world's deadliest places for transgender and nonbinary 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. 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.

Resources

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:

- [Guía de Comunicación Inclusiva para la Inclusión Laboral de Personas Trans y No Binarias \(Español\)](#)
- [5 Dicas para Usar Linguagem Inclusiva e Neutra \(Português\)](#)
- [Nonbinary Gender Identities: A Diverse Global History](#)
- [História Global de Identidades Não Binárias \(Português\)](#)
- [Elevating Voices: Trans Awareness Week](#)
- [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 \(Português\)](#)



Remembering The Lives Lost

Out & Equal mourns the 45 individuals tragically lost to anti-transgender violence in 2021.



Jo Acker

Tyianna Alexander

Taya Ashton

Fifty Bandz

Tiara Banks

Bianca "Muffin" Bankz

Poe Black

EJ Boykin

Alexus Braxton

Jeffrey "JJ" Bright

Dominique Jackson

Jasmine Cannady

Chyna Carrillo

Miss CoCo

Jahaira DeAlto

Aidelen Evans

Remy Fennell

Jenna Franks

Mel Groves

Briana Hamilton

Thomas Hardin

Jessi Hart

Danika "Danny" Henson

Serenity Hollis

Pooh Johnson

Kiér Laprí Kartier

Marquiisha Lawrence

Tierramarie Lewis

Dominique Lucious

Zoella "Zoey" Rose Martinez

Disaya Monae

Rikkey Outumuro

Rayanna Pardo

Jaida Peterson

Diamond Kyree Sanders

Iris Santos

Natalia Smut

Whispering Wind Bear Spirit

Royal Poetical Starz

Oliver "Ollie" Taylor

Tiffany Thomas

Samuel Edmund Damián Valentín

Shai Vanderpump

Sophie Vásquez

Keri Washington

