COUNT US IN

Trans Awareness Week and Trans Day of Remembrance
Housekeeping

All microphones are muted and you can ask questions using the “Q&A” function

- Please refrain from using the chat for questions, use the Q&A function
- Auto-generated captions can be enabled using the toolbar at the bottom of the screen
- All slides, a recording of the webinar, and relevant follow up materials will be shared with registrants and attendees as a follow up
Count Us In Webinar Series

The Count Us In webinars will center on trans inclusion best practices and other timely topics that impact employees and their families.

• **When is it?** Every second Monday of the month
  • Sessions will be 30 to 50 mins with time for Q+A

• **Who is this for?** HR and DEI professionals, out and allied employees, Pride ERGs, other inclusion stakeholders
Count Us In

Count Us In provides businesses and employers with key tools and resources to advocate for equality, amplify LGBTQ+ stories and educate key stakeholders on priority issues.

Learn more by scanning or going to hrc.im/countusin
Today’s Agenda

- History of Transgender Day of Remembrance
- History of Transgender Awareness Week
- HRC’s Trans Justice Initiative
- Fatal Violence Against the Transgender, Nonbinary, and Gender Nonconforming People
- How Can You Get Involved?
- Open Q+A

Content Note: Please note that today’s session will discuss violence against the trans community. Although nothing will be discussed in detail, this may be triggering to some.
The History of Transgender Day of Remembrance and Transgender Awareness Week
Transgender Day of Remembrance

Transgender Day of Remembrance (TDOR) was founded in 1999 by transgender advocate Gwendolyn Ann Smith as a vigil to honor Rita Hester, a transgender woman who was killed in 1998.

The vigil, held in the Castro district of San Francisco, commemorated the one year anniversary of Hester’s death and all the transgender people lost to violence that year.

Started an important tradition that we now recognize as TDoR all over the world.

Typically commemorated by reading the names of all lives lost during the past year.
Transgender Day of Remembrance

“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.”

- Founder, Gwendolyn Ann Smith
Transgender Awareness Week

Each year between November 13 – 19, people and organizations around the country participate in Transgender Awareness Week to help increase understanding about transgender people and the issues members of the community face.

Part of the lead up to Transgender Day of Remembrance

Particularly focused on educating the public about what it means to be transgender, sharing stories and experiences about the community, advocating against discrimination, stigma, and violence.
HRC’s Trans Justice Initiative
Human Rights Campaign’s Trans Justice Initiative

HRC Foundation’s Transgender Justice Initiative was launched in 2019 to dismantle unjust systemic barriers to transgender empowerment and help end the epidemic of violence faced by transgender people by addressing the root causes of the physical danger, hatred and discrimination faced by transgender people in the United States.
Human Rights Campaign’s Trans Justice Initiative

- Economic empowerment and access to employment
- Increasing the capacity of trans-focused and trans-led organizations
- Increasing community public safety
- Humanizing the lives of black and brown transgender people
HRC’s Fatal Violence Report
Fatal Violence Against the Transgender and Gender Non-Conforming Community

Since January 2013, HRC and other advocates have recorded at least 302 transgender and gender non-conforming individuals who were victims of fatal violence in the U.S.

Sadly, 2022 saw at least 41 transgender and gender non-conforming people fatally shot or killed by other violent means.

We say “at least” because too often these stories go unreported — or misreported.

- The HRC Fatal Violence Report is released every year, the 2023 report has not yet been released
Fatal Violence Against the Transgender and Gender Non-Conforming Community

In 2022...

83% victims were people of color

54% were Black transgender women
Fatal Violence Against the Transgender and Gender Non-Conforming Community

In 2022...

71% were killed with a gun

26% of victims with a known killer were killed by a romantic/sexual partner, friend, or family member

56% were misgendered or deadnamed by authorities or the press
What Leads To Fatal Violence Against Transgender And Gender Non-Conforming People?
Conclusion
What Can We Do?

Eliminate stigma against transgender and gender non-conforming people.

Use the correct names and pronouns for transgender and gender non-conforming people, in life and death.

Support laws and policies that prohibit discrimination based on gender identity.

Uplift transgender and gender non-conforming voices.

Build inclusive communities in education, the workforce, health care and other parts of our society.
Questions?

Please use the “Q&A” function to ask your question!
Count Us In

Count Us In provides businesses and employers with key tools and resources to advocate for equality, amplify LGBTQ+ stories and educate key stakeholders on priority issues.

Learn more by scanning or going to hrc.im/countusin