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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 gender non-conforming people lost to anti-transgender violence is the highest on record in the United States. So far, at least 34 transgender or gender non-conforming people¹ 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. For example, the number of transgender people killed in Brazil has risen by 70% over the last year, [according to the Thomson Reuters Foundation](#). As 129 transgender people had been killed from January 2020 to September 2020, 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.



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:

- [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

Kee Sam

Layla Pelaez Sánchez

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