



Erasing the "T": Responding to the Attacks on the LGBTQ+ Community

A Response by the Inclusion Allies Coalition

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THE CURRENT STATE



The Current State of Affairs

The attacks on the transgender community that are playing out in multiple presidential executive orders, and in a multitude of bills at the state level, broadly fit into these categories:

SO-CALLED "GENDER IDEOLOGY" LEGISLATION

that only recognizes two sexes, male and female, has removed reference to transgender people and gender-affirming care from websites and databases.

A BAN ON TRANSGENDER PEOPLE IN THE MILITARY

which claims that being transgender "conflicts with a soldier's commitment to an honorable, truthful, and disciplined lifestyle, even in one's personal life" and is harmful to military readiness.

A BAN ON GENDER-AFFIRMING CARE

which states "the United States will not fund, sponsor, promote, assist, or support the so-called 'transition' of a child from one sex to another." The ban threatens to withhold federal funding from hospitals, clinics, and medical schools that provide gender-affirming care to transgender youth.

FRAMING TRANS WOMEN WHO PLAY COLLEGIATE SPORTS

as an attempt to eliminate women's collegiate sports instead of the stated intent of being inclusive of trans athletes.

WITHHOLDING FEDERAL FUNDING IN K-12 EDUCATION

for schools that allow inclusive language and policies for transgender students and policies that recognize systemic inequities based on race and gender.



IMPACT ON THE LGBTQ+ COMMUNITY

Impact on the LGBTQ+ Community

We need to be aware of the impact this is having on members of the trans community so that we can reach out and “be there” for our family, friends and colleagues. These attacks intersect with racism, sexism, ableism, and classism which reflect the lived reality of many trans people.

A permission structure for violence against trans people. Research shows an increase in anti-LGBTQ+ violence in states with restrictive anti-trans policies. Trend analysis of FBI crime data and social media harassment indicate an uptick in violence against LGBTQ+ people following anti-transgender legislation, which is substantiated by first-hand reports from youth, caregivers, and medical providers. What does it feel like to be part of this community during this thunderstorm of attacks?

We asked some of our members so we could share their responses.

Preparing to Leave the Country



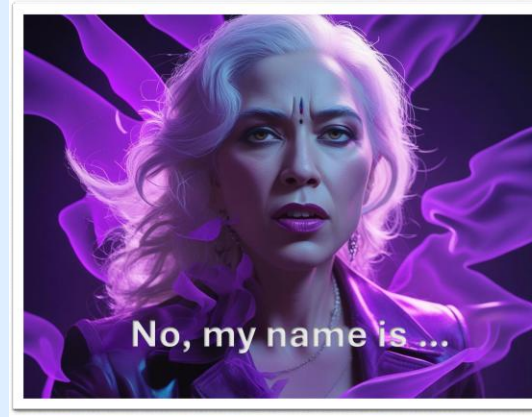
“We are preparing to leave the country quickly if we need to, fearing that these attacks will just get worse. The unremitting barrage of attacks has caused so much mental anguish and stress, it is impacting our health.”

Fear of Marriage Being Dissolved



“Living with the fear that our same-sex marriage will be dissolved means we have had to work with lawyers to figure out how to protect our “union” if this should happen.”

Refusing to be Deadnamed



“We were so proud of the progress we made, so I cry every time we lose more ground. How can I go back to my birth name after so many years. Why do I need to be deadnamed? This is who I am now!”

Losing the “T” from LGBT



“I have been really upset by seeing our community referred to as LGB, without the “T” and at the same time experiencing some of my LGB “friends” moving away from us so as not to be swept up in the efforts to erase us.”



Impact on Trans Children, Health Care Providers and Communities

Trans children: “There is a long history of pulling the trans community into the public square when the debate over the usefulness of DEI is under attack. When this happens, we suddenly become critical even though we only represent 1% of the population,” said Stephanie Battaglino, IAC member, writer, speaker, and advocate for workplace equality. Stephanie continued, “We need to remember that a lot of the misinformation and attacks on trans people are attacks on children - who are the most vulnerable segment of an already-vulnerable population.”

Broad and chilling impacts on health care providers and caregivers: It’s not just the experiences and emotions of trans kids and adults who are part of the data on why anti-trans legislation and policies are harmful; medical providers and caregivers have also reported damaging effects of these laws. One sample of medical providers indicated that legislation restricting transgender youth from having access to gender-affirming care would have an extremely negative impact on youth’s mental health and physical health, as would proposed laws limiting transgender youth’s access to sports.

One of our IAC members involved with this issue added,

“Denying gender-affirming care silences the voices of countless young people, stripping away not only essential healthcare but also their right to live authentically and flourish. Every person deserves the chance to embrace who they are and step into their full potential with dignity and respect. Backed by leading medical organizations, gender-affirming care isn’t a privilege-it’s a lifeline, a vital affirmation of identity, and a path toward belonging. Let us stand together to champion care that heals, empowers, and uplifts”.

Economic impacts on states and communities enacting anti-trans legislation: There is evidence detailing the financial cost to the communities that pass anti-trans laws, mainly through loss of tax revenue and jobs from travel boycotts, event cancellations, and corporation withdrawals. A substantial portion of transgender and LGBTQ+ people either have moved or will consider moving due to restrictive laws. This also impacts talent availability for organizations in states where legislation and policies are hostile to transgender people.



HOW YOU CAN HELP

What We Can Do



Be an Ally to the Community

Educate Yourself and Others: Learn about transgender issues, terminology, and the challenges faced by the transgender community. Share this knowledge with friends, family, and colleagues to raise awareness and combat misinformation.



Support Trans Organizations

Donate to or volunteer with organizations that advocate for transgender rights, such as the Human Rights Campaign, Transgender Law Center, and the Advocates for Trans Equality. These organizations work on legal, social, and health issues affecting trans people.



Engage in Conversations

Use your voice to advocate for transgender rights. Speak up in discussions about trans issues in person or on social media. Be an ally by defending trans rights and correcting misconceptions.



Attend Events and Rallies

Participate in pride events, marches, and rallies that support transgender rights. Showing up in solidarity can amplify the voices of trans individuals and raise awareness in the community.



Support Trans Individuals

Be an ally to trans friends, family members, and coworkers. Listen to their experiences, respect their pronouns, and support their struggles.



Contact Your Representatives

Advocate for pro-trans policies by contacting local, state, and federal representatives. Encourage them to support legislation that protects and promotes the rights of transgender individuals.

What We Can Do



Demand Inclusive Policies

Push for inclusive policies in schools, workplaces, and healthcare settings—support measures like gender-neutral bathrooms, anti-discrimination policies, and inclusive health insurance coverage.



Use Social Media for Advocacy

Share information, resources, and stories related to transgender rights on social media platforms. Use your platform to amplify trans voices and issues.



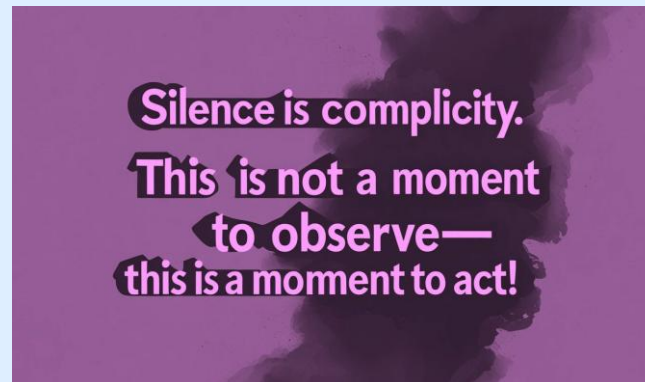
Be Mindful of Language

Do your best to use inclusive language and respect people's identities. Pay attention to pronouns and names, and create an environment where people feel safe expressing their identities. When you make a mistake, own it and keep going (and forgive yourself).



Stand Against Transphobia

Stand against transphobia and discrimination in everyday life. Challenge harmful comments and behaviors when you see them. Gender is not solely determined by biology; it encompasses a wide range of identities and expressions beyond the binary of male and female.



Pay Attention to Wins

Paying attention to - and sharing stories of - legal wins for trans rights is a powerful reminder that there is an army of pro-trans advocates, lawyers, politicians, and advocates working to restore and preserve trans rights.

A Final Word from Two IAC Members Working With The LGBTQ+ Community

From a Member Who Works with This Community *"Empathy begins with opening your heart and truly seeing humanity in others. For trans people, this means understanding that their journey is one of courage, a pursuit to live authentically in a world that doesn't always make space for them. It's about recognizing the pain that comes from being misunderstood, misrepresented, or even denied basic rights, and letting that fuel your compassion.*

Empathy is not just intellectual; it's about feeling their struggles as if they were your own and responding with kindness and respect. To love trans people is to embrace the beauty of their individuality. It's about celebrating their identity, their strength, and the rich diversity they bring to the world. Love means standing by them—not just in easy moments, but when it requires speaking out, stepping up, and challenging the systems or mindsets that perpetuate harm. It's about holding space for their stories, listening without judgment, and making them feel welcome, seen, valued, and safe. Empathy and love have the power to heal. They can break barriers, build bridges, and create a society where everyone, regardless of their gender identity, is free to thrive. It's not about being perfect; it's about trying, caring, and standing with trans people in their pursuit of happiness and dignity."

From a Member of the Trans Community *"Transgender individuals of all ages and socioeconomic strata across the United States are facing unprecedented attacks and discrimination, fueled by executive orders and a plethora of legislation in Republican-led state legislatures, with the sole objective being their eradication from society.*

The situation is critical, and the time is now to actively support and stand in solidarity with this increasingly marginalized community, which finds itself at the tip of the culture wars spear."

What will you do in the next 30 days to support the trans community? Start with one act of courage or care.

Make your impact.

