

Actions We Can Take to Help Trans and Queer People During This Time

The blistering pace of recent government actions targeting trans and queer people is designed to disorient us. Many of us struggle to stay informed on what is happening, and it's not uncommon to feel a wide range of things, including stress, sadness, hurt, anxiety, confusion, rage, helplessness, numbness, fatigue, paralysis or apathy, and any combination thereof. Making us feel this way is their goal. If our problems seem as big as a mountain, we forget that taking countless small actions is how our elders and ancestors overcame past struggles. It's important that we continue their fight—to see better days for ourselves and those who come after.

To help with this, we have listed a number of actions members of our family and community, and our allies, can take to help trans, non-binary, gender expansive, and queer people; to resist the systems that try to harm or erase us; and to effect change, both big and small.

This list is by no means all we can do. And it's ok if there are things on this list that you cannot do! Some of us are good at public speaking, and some of us are petrified by even the thought of doing so. Some of us are able-bodied and can attend protests, while some of us cannot. Feeling crushed by all the things you feel you *should* be doing benefits those who wish us harm. It does not help us, or the people we care about.

So have a look through this list and find ways you can help. It may be worthwhile to set a goal for yourself, like one small action per week. Those in power count on people having short attention spans. A story will break in the media and be forgotten two weeks later. A new government policy will shock us and then quickly become normalized. Our goal, therefore, is sustained action. Keep helping. Keep speaking up. Keep doing small things. Keep reminding them that we care, that we're many, and that we don't forget.

-Errant

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Political Actions

Contact Elected Officials

Contacting our representatives in national, state, and local government is a good way to make our voices heard. Googling “contact” and the name of your representative, senator, etc. can help you find the contact information of the official you are looking for. If you are unsure of who represents you, government websites like House.gov, Congress.gov, and the website of your state legislature often have “find my representative” features to help you identify them.

You can contact your representatives by phone, leave a message through an online form or portal, or even leave your message with one of their staffers in person if they have a local office you can visit. Phone calls are generally given more weight than emails/online messages by political staffers when tracking public opinion.

Before leaving your message, it may be helpful to write a script of what you would like to say. **Be as specific as possible!** On trans issues in particular, conservative politicians have claimed that their policies protect children or even help trans adults. Instead of asking them to “help trans people” in your message, ask for something more concrete, like protecting trans people (including youth’s) access to gender affirming care; voting down a bill that would restrict trans people from using the restroom they feel safe using, etc. If you are having trouble deciding what to say, you may be able to find a template online or ask a community member for help.

Leaving these messages with the politicians who support us can help shape the actions they will take to secure and safeguard our rights. On the flip side, it may seem useless to leave a message with a politician who opposes LGBTQ+ rights, but it’s important even then too! We deserve to be heard, and these messages show them that not everyone agrees with what they are doing, and there may be consequences for their actions.

Track Legislation/Policy Both Nationally and Locally

It is easier to know what to say to our elected officials and when to contact them when we know what’s going on. The government websites of our legislative bodies allow us to see what bills have been proposed and track their progress through the process. In the case of our state’s legislature, you can search bills on <https://www.azleg.gov/bills/>.

Keep and update a list of keywords to use in your searches, like “transgender,” “pronouns,” “gender transition,” “biological sex,” “same-sex marriage,” “traditional marriage,” “one man one woman,” etc. Bear in mind that the terminology conservatives will use for us is not always the same that we use for ourselves.

Sometimes there are community members, social media groups, or news organizations and journalists that are incredibly diligent about tracking legislation that will affect our community. Give them a follow to stay up to date on what's going on.

A key part of tracking legislation is understanding the legislative process. In a bicameral legislature, like Arizona's, bills must be passed by both the House and Senate to proceed to the governor. The bill will first be introduced in a committee, where it may end up getting voted on by the panel of committee members. If the committee advances the bill, it moves to the floor of the wider chamber, where a floor vote can be held. If both houses (House and Senate, in our case) pass matching versions of the bill, it proceeds to the governor, who can sign it into law or veto it. Legislatures can override a governor's veto if they have a large enough majority supporting the bill. In our case, the threshold for this is two-thirds of the members in the Arizona House and Senate.

This may sound complicated, but there's a bright side! Because this process is so long, there are MANY opportunities to make yourself heard on the issues you care about.

Speak in Front of Government Bodies

If you are aware of bills as they move through the legislative process, you may be able to speak out against or in support of them in person!

For the Arizona State Legislature, which drafts state law, you can do this by creating a [Request to Speak account](#). You'll have to visit the Arizona State Capitol in person to activate your account, and then you will be able to speak on bills during committee hearings. Your account also allows you to leave comments with committee members online. Most bills die in committee, and giving feedback at this point can be crucial. But as discussed in the previous section, even if a bill you oppose moves beyond committee, there are still chances to stop it.

Many local government bodies, like your city council, also hold meetings that are open to the public, where you can comment in person on proposed policies.

Organize or Attend a Protest

Some people have grown frustrated that protesting does not yield immediate results, like government policy shifts, but this isn't the only point to them. Protesting is a great way to bring visibility to a cause.

If you are organizing a protest, pick a location with high visibility. State and local government buildings and busy downtown areas are perfect for this. The AIDS Coalition to Unleash Power, or ACT UP, a grassroots group our elders and ancestors used to fight the AIDS pandemic, is an excellent model for how to protest. Their demonstrations eventually gained significant media attention, helping to shift the public opinion landscape and save lives (Lowery).

When attending a protest, make sure to bring enough water and set up a check-in with a loved one so they know you are ok.

Ask a community member what their best practices for protesting are if you are in need of advice.

Engage in a Boycott

Corporations wield outsized influence in our politics, and often one of the only ways we can communicate our displeasure with them is through our dollars. Avoid giving money to companies and individuals that are hostile toward trans and queer people.

If a children's book author is notoriously transphobic, don't buy her products. And yes, any licensed merchandise using her creations WILL put money in her pocket.

If a fast food chain routinely donates to evangelical groups, stop eating there. You can find good copycat recipes online if you miss their food.

If you cancel a subscription or service over a company's views or support for anti-trans/queer politicians or causes, include your reason for your cancellation if you're prompted to give one.

If a large corporation is in your sights for a boycott, search what subsidiaries they own, as these may not be obvious.

With antitrust policy weakening, it can be difficult to avoid all of the companies that oppose our rights, but we can still do our best.

Volunteer for Candidates That Will Protect and Secure Our Rights

Political campaigns are not won overnight. If you are passionate about a candidate that supports our community, get involved! Volunteers will be manning the phone banks and going door-to-door to spread the word prior to an election. If you are a persuasive communicator, you can be a tremendous help getting undecided voters on board. With how close many of our recent elections have been, this can help decide the outcome.

Research What's on Your Ballot and VOTE!

Civic engagement is not easy. It comes with homework. But state and local elections often make an even bigger difference to our day-to-day lives than national ones. It's important to vote in every election and fill out your ballot from top to bottom.

It's ok to feel overwhelmed by this. Fortunately, Arizona has had mail-in voting for years. If in Maricopa County, you can register for this at <https://elections.maricopa.gov/voting/request-mail-ballot.html>.

Mail-in voting gives you time to research everything that's on your ballot.

Candidates will often have websites stating their positions, and some fill out questionnaires with third-party platforms like Ballotpedia that can give you more information.

For **propositions**, there is non-partisan literature that can explain what your "yes" or "no" vote will do, and elected officials like your city council members, mayor, or legislators may weigh in on the issues and offer context and their own perspectives.

When voting on **justices and judges**, remember that you don't have to be an expert in the law. The legal profession is quite serious about policing itself, and you can use this to get more information. In our state, the Arizona Commission on Judicial Performance Review has a ratings system that you can consult when deciding to retain or dismiss the judges listed on your ballot.

Social and Community Actions

Help a Community Member in Need

When our institutions fail us, networks of community support become even more vital. It's easy to take for granted the myriad nonprofits that have helped us these past years, at least until withdrawing federal funding is used to threaten them into rolling back the services and aid they offer us.

But let's remember, **many of these programs started with community members helping one another**, not as organizations that government entities have leverage over. The Black Panther Party launched a Free Breakfast for Children Program in major cities that cemented similar programs still used in US schools today, among the party's many other Survival Programs (Duncan). Ruth Coker Burks cared for over a thousand patients during the AIDS pandemic (Kacala). There are countless other stories of community members helping the sick during that era.

Trans and queer people face higher rates of poverty than cis-het people (Wilson et al.). Policies targeting us will worsen this as we are pushed toward the fringes of society. Necessary healthcare will become more expensive and difficult to access if federally funded organizations are not permitted to offer those services to us anymore, or if governments ban those services outright.

It is the job of a community to fill in the gaps. Stay connected. If you hear of someone who needs help, **help them** or **share their needs with others** who can! If you yourself need help, **ask!**

People may need grocery or rent assistance. A discreet ride to a jurisdiction where they can access healthcare that's illegal elsewhere. Medication and soup if sick. A couch to sleep on for a few days. A viable plan to relocate to another state, or even another country, quickly.

There is no shortage of things to do, but if we all do them as we are able, our communities will endure.

Intervene or Support Trans and Queer People if They're Being Harassed

Harassment of trans and queer people is sexual harassment, and you can use the same strategies to respond to it.

Bystander intervention is a framework that can help us determine how to respond to the situation when we witness harassment. First, try to assess the level of risk that the situation presents. Do you feel safe directly confronting the harasser, or do you think this would dangerously escalate the situation? Depending on your risk assessment, you can physically separate the person you are trying to help from their harasser, help them leave and move to a safer location, confront the abuser, support the targeted person during or after the incident, and more strategies detailed by [WebMD here](#).

Remember, **staying silent and doing nothing reinforces the behavior**. There is more than one way to respond to the situation, but **it's important to do something**.

Stockpile Hormones

Gender affirming care, like hormone therapy, has saved the lives of many trans people. Despite this and a body of research supporting its use, conservatives are trying to ban and criminalize it. They are starting with trans youth but are poised to move onto adults as well.

If you are a cisgender person (someone who is not trans), consider stockpiling hormones to help the trans members of your community keep access even if a ban goes into effect. Cis men and women are often prescribed the same medications trans people are for a variety of reasons, including having low testosterone and going through menopause. Stay aware of when these medications expire if you are holding a supply in reserve.

Stand Firm in Your Supportive Beliefs About Trans People and Your Associations With Us

Allyship is not easy. It is less a label we place on ourselves and more of **an ongoing process, one defined by continuous actions over time**, much like those we're advocating for and describing in this resource. It's ok if you don't always "get it right." There are always opportunities to improve.

One challenge to being an ally is “courtesy stigma,” a term used by Erving Goffman in his 1963 book to describe the “tendency for a stigma to spread from the stigmatized individual to” their “close connections” (30). As noted by Julia Serano in her book, *Sexed Up*, having a relationship with someone from the stigmatized group is not even required for this; just being “in possession of a gay- or trans-related book or magazine” can transfer this stigma to you (132).

Allyship is the same. If you are knowledgeable about trans and queer people and the issues we face, and you advocate in support of us, you may face courtesy stigma. People may jump to the conclusion that you are trans and/or queer yourself. This is something you must be prepared for. The solidarity of allyship is needed right now. If we disavow others because of shame or other uncomfortable feelings stigmatization can produce, we are letting the stigma do its job instead of dismantling it.

Resist Unnecessary Division in Your Community; Don't “Cannibalize” One Another

After the current administration took over, the US State Department amended a web page advising LGBTQI+ travelers. It reduced the acronym to only “LGB,” erasing trans and intersex people from this resource (Mulvihill and Hanna). This bears more than a passing similarity to the “Drop the T” movement—a conservative push in recent years to divide lesbian, gay, and bisexual community members from trans people.

Make no mistake, **dividing our community into smaller and smaller groups benefits oppressive powers.** It does not help us or the people we care about. It makes us weaker, incoherent, and easy to crush. And those who sell out other groups will not find themselves any safer. There is no such thing as “respectable enough.” If gay men allow the eradication of trans rights, their own rights—to marriage, adoption, employment protections, PreP, and more—are next. Trans people who argue that “transsexual” people should be accepted while transgender people should not, or that binary genders are acceptable while non-binary ones are not, miss the point entirely. Those targeting our rights do not care. We are all the same to them, and we are all in their crosshairs. Selling out your neighbor will not spare you.

Instead of allowing your community to be divided into infinitely more conquerable pieces, **try to stay united.** Stick up for your fellows, even if their sexual orientation, gender identity, biological sex, pronouns, and/or expression differ from yours. Listen to their experiences, educate yourself on the issues they face, and fight for them alongside yourself. If you notice an action, belief, or narrative in your community that risks division, question it. Where is it coming from and who stands to benefit from it?

Additionally, **don't “cannibalize” members of your community over minor grievances.** Nobody is perfect, and demanding your version of perfection is unreasonable. If a trans politician does not respond to a discriminatory congressional bathroom policy in exactly the way you would like, what does disowning her solve for you? If a nonprofit clinic can no longer offer gender affirming care due to a federal policy, it is not the fault of the staff and volunteers who work there (and would probably like very much to keep offering you that care!). It's ok to feel

angry, or helpless, or anything else about these kinds of events. But try not to misdirect those emotions.

This is not to say that we should excuse others' mistakes. It is important to hold each other accountable. And it's ok if you just don't like a person in your community! But there is a widespread tendency to immediately write people off for their mistakes. I've done it too. But this can cause people to become defensive when they may have been receptive if we communicated with them instead. **Part of being in a community is not running from conflict. Sometimes conflict is necessary and productive.**

Educate Someone You Know

Part of communicating with members of your community could involve educating others. This could be something casual, like dispelling a friend or family member's misconceptions about trans or queer people over coffee, or something more formal, like presenting information to a team, club, or class of yours.

Sometimes it may feel like you are not the best person to educate others, especially if you are not a member of the group you are speaking of, but remember: **there are people in your life that only you can reach.** If somebody loves, trusts, and/or respects you, they may listen to you more readily than they would a trans or queer stranger.

It is also possible to educate strangers, but it is important to take steps to protect yourself if you do so. If you think the situation could escalate, remember that **your safety is important.**

Share Your Pronouns if You Feel Safe Doing So

National, state, and local governments have cracked down on our freedom to share our pronouns in government workplaces and public schools. They are attempting to turn how we gender one another into a matter of debate and, ultimately, government control, rather than a baseline level of respect in social interactions. To resist this, we can share our pronouns when we feel safe to do so, and make sure we gender others correctly.

It is especially helpful if more cisgender people do this. The recent wave of government policies is designed to force trans people out of public existence. Some trans people may wish to live a "stealth" lifestyle during this time (meaning they will not live openly as a trans person) for their own safety, and will not share pronouns to avoid drawing attention to themselves. Everyone else normalizing behaviors like sharing pronouns can help create a climate where we can all feel free to live as openly as we would like.

Offer to Escort Your Trans Friends if They Feel Unsafe Using a Restroom

The current climate has forced trans people under a microscope. This increased scrutiny often leads to transphobes harassing or even assaulting people they perceive as trans, especially in

gendered facilities like restrooms and locker rooms (we say “perceive” here because even cisgender people have been on the receiving end of this mistreatment). As a result, many trans people are experiencing more anxiety about using these facilities. If this is the case with a friend, partner, child, or colleague of yours, you can offer to go with them if that will make them feel safer.

Make Others Aware of Safe Places for Trans Folk to Congregate

It’s not just gendered facilities that are causing trans people to feel unease. Public spaces in general can feel less secure. This threatens our wellbeing. People often feel healthier and tend to thrive when they can move through the world freely and seek a rich life beyond the walls of their homes.

You can help the trans people in your life remain or become outgoing by participating in activities with them. They may feel safer with your company.

Additionally, you can help your trans friends identify places where they can safely congregate, shop, and more. A new resource that can help with this is <https://trans-rated.com>, where trans, non-binary, and gender expansive community members “can openly review and share their encounters with organizations, businesses, medical providers, and other services” to “highlight safe, welcoming spaces” and “identify areas that require improvement or accountability.”

Correct People Who Misgender Others

Being misgendered (referred to as an incorrect gender or with incorrect pronouns) can provoke a variety of feelings, depending on the individual. For many trans and non-binary people, and even many cis people, these feelings are overwhelmingly negative. It can feel like an annoyance, a sting, or a rejection, or leave the misgendered person analyzing whether the misgendering was a hostile act or merely an honest mistake.

To avoid this, always do your best to use correct pronouns and terminology for the people around you. If you catch yourself misgendering someone in the moment, pause to apologize and correct yourself. If someone else misgenders a person, politely correct them. Some trans and non-binary people do not correct others for a variety of reasons, including not wanting to seem assertive or rude, or “giving up” and taking the path of least resistance, but they may appreciate someone else respectfully intervening on their behalf.

Volunteer for a Crisis Line

Increases in anti-LGBTQ+ politics and hostility can have adverse effects on community members’ mental health. You can help by making people in your community aware of accepting providers that they can turn to for ongoing care, as well as crisis lines, including [Trans Lifeline](#),

a “peer support phone service run by trans people,” and [The Trevor Project](#). You can even volunteer for crisis lines to help people through some of their most difficult moments.

Share Your Experiences

If you are someone affected by the current climate, sharing your experiences can be an excellent way to educate, raise awareness, find support, and let others know they are not alone if they feel or experience the same. Consider whether you want to keep this sharing to a small, trusted circle or if a wider audience is what you’re looking for. You can have conversations with one or more people, share with a support group, or even write an article or perform spoken word at an event.

When sharing on the internet, bear in mind that open online spaces are often a cesspool of harassment for trans and queer folk right now. If you feel experiencing such would be detrimental to your health at this time, take steps to protect yourself. If you are being targeted by such hatred, seek any support or take any actions that can help you through this. This could include venting to a willing friend or family member, closing comments sections, changing your social media settings and preferences, unfollowing accounts that expose you to unpleasant things, and reducing your screen time or taking a break from an online platform.

Listen to and Amplify the Voices of Those Who Are Directly Affected

If you are not directly affected by a current event, there can be opportunities for you to listen to the voices of those who are. If you are reading this resource, you’re doing just that, and we commend you for it! When listening to others, seek to understand rather than to respond. If what you are hearing causes you some discomfort, it’s ok to take some time to sit and reflect on that feeling, or seek more information on what that discomfort might mean.

Opportunities also exist for you to amplify the voices of those most affected right now. Being part of a marginalized group can often discredit what we have to say; transphobes will never listen to trans people, but if a cisgender person shares our viewpoints or endorses what we have to say, they may be able to reach people in their life who respect them.

Help Trans People Navigate Complex Transition Processes

For many trans and/or non-binary folk, transitioning often involves navigating through complicated policies, processes, and bureaucracy, including obtaining referral letters to access the healthcare we need, legally changing our names, updating gender markers and our identity docs, informing our employers we would like to use a new name, etc. These processes are difficult enough to understand without governments trying to restrict or ban them. If you are someone who has an easier time understanding and navigating such things, you can offer to help others who are struggling.

Donate to or Raise Funds for Causes

Communities and organizations exist to help us, but they need funding to do so. If you are someone able to give money, you can donate to organizations or causes making a difference. If you have time to volunteer, you can even organize fundraisers for those causes.

You can raise funds for national or more local organizations working to help trans and queer people, like advocacy groups, legal organizations/teams fighting for civil rights, and charities and nonprofits. Members of your community may be able to help you identify such groups and the work they do.

Education and Creative Actions

Educate Yourself

Don't be overwhelmed by everything you don't know. Educating ourselves takes time and patience, and it can be a humbling process. It's ok to make mistakes, but it's important to not get frustrated or defensive and shut down. If you don't know a lot about trans and queer people, or other marginalized groups, seek out information from reputable sources.

One way you can do this is by getting your information firsthand from a member of the group. Bear in mind that asking them about delicate subjects may be emotional labor for them, or even cause feelings that are painful. Be respectful and kind, and make sure that they can opt out of having the conversation if they wish. If they do share with you, remember that **one person cannot speak for the entire group**. However, they do have direct, personal experience, and this can be valuable to learn from.

Another good source of information could be renowned organizations that have data and the professional credentials to support their claims. For instance, bodies like the American Psychological Association and American Medical Association have information about transgender people and recommendations for how to support us that are evidence-based.

If you are needing a primer to start with, here is a brief explainer from the APA:

[Understanding Transgender People, Gender Identity, and Expression - American Psychological Association](#)

Stay Informed

With the pace of news and other increasing demands on our attention spans, it can be difficult to stay aware of everything that is going on. Still, if we know what is happening, we can then choose how to respond to it.

You can stay informed through various sources of news, though try to recognize what is factual information and what may be opinion, bias, spin, or politically motivated rhetoric. Third parties

like [Media Bias / Fact Check](#) can help you review the leanings and accuracy of various news organizations.

Some national-level media outlets may only pick up the most major of updates affecting our communities, but there may be activists and members of your community that you can follow for a deeper view of the landscape, or even more specialized news sources, like [Erin Reed's coverage of trans issues](#).

Be Wary of and Combat Misinformation and Disinformation

The internet in particular is rife with inaccurate information. *Misinformation* is false or misleading information that's often shared unintentionally, including by well-meaning people. One example of this would be an older meme that contains outdated information but occasionally still goes viral on social media.

Meanwhile, *disinformation* is false or inaccurate information that is **deliberately spread**. This includes propaganda made by hate groups, like content inciting moral panics to protect children from LGBTQ+ "groomers;" discredited "science" on the dangers of certain medical treatments, like vaccines; and baseless claims made viral by bad actors, like claiming the perpetrator of a recent, high-profile crime was transgender before information on the perpetrator's identity is actually available.

One of the most dangerous things about mis/disinfo is that **it often isn't obvious**. Misleading content can be designed to seem plausible and/or provoke an emotional response in the viewer, and often in the case of misinfo, **these claims can even come from a trusted person**, like the social media of a family member or friend.

Here are some steps you can take to protect yourself and to combat mis/disinfo:

- **Question what you are seeing** - Some questions you may consider, include:
 - Did the content make you feel something emotionally, like anger or disgust?
 - What do you think the intention or agenda behind the post, image, or claim might be?
 - If it's an article that's been shared, do you recognize the website?
 - Is there an author's name credited on the article? If not, do you think the author is trying to remain anonymous for a reason? They could have a negative reputation, or perhaps they are trying to shield themselves from legal action, like libel.
 - Is the argument you are seeing supported in some way, like through evidence and citations?
 - When was the article or web page published? Some fake news is published without a timestamp so that it can seem perpetually "fresh," allowing it to go viral at various points in the future. If the work has a timestamp but is older, our understanding of the topic may have changed since then.

- For example, past editions of the Diagnostic and Statistical Manual of Mental Disorders pathologized homosexuality and gender dysphoria as disorders, but this is no longer the case (Cabaj).
- Or, an older state law criminalizing homosexuality may still be on the books where you live, but a more recent Supreme Court case rendered it invalid.
 - Has this content circulated before? A [coppypasta](#) shared by a number of suspicious or highly partisan accounts could be a red flag.
- **Research the claim** - If the claim has been circulating widely, an independent fact checker may have debunked it. There may also be information from a more reputable source, like an expert in the field or even an academic who researches mis/disinfo itself.
 - If you do not have experience researching effectively and need help, you can learn from resources, [like this one from Purdue Global](#), or ask a librarian for tips.
- **If you feel comfortable doing so, correct the mis/disinfo you see** - You can do this privately, like in a direct message to a friend, or publicly, and linking your sources can help inform the individual(s) you are trying to reach, if they are open to the information.

Create Your Own Resource

If you are knowledgeable and/or have the skillset to research accurate information and compile it in an accessible way, you can make your own resources to help your community. That's exactly what we've done here :)

Make Art

Tumultuous current events have a tendency to stifle our creative expression. It is difficult to see the meaning in the art we make when it feels like there are much more important things to be concerned with. But if art isn't important, why is it so often the target of oppressive regimes, both historically and today?

Keep creating if you have the urge to do so. You can even channel your feelings and experiences into protest art. Gran Fury, an arts collective within ACT UP, and its predecessor group created some of the most enduring works concerning the AIDS pandemic, including the Silence = Death poster. Many of the collective's projects, like its Kissing Doesn't Kill campaign, used advertising principles to hone in on a particular message and how best to communicate it (Lowery).

Attend a Lecture or Discussion Group

Not everyone consumes information effectively in the same ways. Some of us do well with reading, while others need a different format like videos or podcasts.

If reading doesn't work for you (we commend you for giving this resource a try, if that's the case), you can attend a lecture given by a trans and/or queer speaker or a talk on trans and/or queer subject matter.

If interactive formats are better for you, you can participate in or even host a discussion group. The feminist movement in the late 1960s used such consciousness raising groups, and they are an excellent way to share, be attentive to others' experiences, raise awareness, find community, and problem solve.

Preserve Queer and Trans Media, Literature, Science, Data, History, etc.

Repressive and authoritarian movements often lash out against academic material and art that they deem subversive and a threat to their agendas. Sexologist Magnus Hirschfeld's clinic, for instance, was an early resource and haven for trans, queer, and gender expansive people until the Nazis ransacked it and burned its materials in 1933 (Schillace).

In a more recent example, the current administration has purged government websites of information on transgender, non-binary, and gender expansive people and our health. When faced with a court order compelling it to revert certain web pages, like that of the US Centers for Disease Control and Prevention, the administration did so but added a transphobic "warning" that the pages' public health information promotes "gender ideology" and is "extremely inaccurate" (Christensen).

This is not just a political institution stating an opinion. These actions attempt to delegitimize and erase our community and the wealth of scientific research that supports us. Public health data also offers key insights into populations that are crucial for addressing their needs. **An attempt to destroy it is an attempt to harm us.**

Thankfully, in the latter case, public health officials leapt into action to preserve their work. You can do the same. If you have access to queer art, a book on transgender history, etc, you can help merely by keeping these works safe.

Professional Actions

Hire Trans People, and Stick Up for Us in the Workplace

Efforts to roll back trans rights and visibility seek to remove us from public life as much as possible, resulting in discrimination, hostility in the workplace, and poverty. If you are an employer, you can help by hiring trans people. Being trans is not an unprofessional trait, nor is any other marginalized identity, and diverse workplaces outperform their more homogenous counterparts (Carucci).

If there are trans employees in your workplace, do what you can to support them. Listen to their concerns, if they have any. Use the correct pronouns for them, and ensure others do as well.

Keep a policy in place that allows them to use their correct name at work, even if it's not their legal name. Make sure they feel comfortable using the restroom. If they experience harassment, ensure they can report this to HR and that the issue is handled seriously. And never "out," or reveal the trans or queer status, of your colleagues and employees without their express permission.

Host Education About Trans People in the Workplace

Our workplaces can bring us into contact with people of identities and backgrounds that differ from our own, people we may not encounter as often in our social and family lives. This exposure is beneficial and can dispel stereotypes or prejudices that we may hold.

While being on a team with someone of another identity can educate us, there are more formal ways to gain this education too. You can host a work-appropriate training presentation with information about trans and queer people, or contact an educator to provide such a training. It is also helpful to make sure trans and queer people or information about sexual orientation and gender identity is included in your company's annual trainings, like those on harassment.

Challenge Government Bullying Over DEI Programs

DEI programs are one of many subjects recently in the crosshairs of national, state, and local governments. This crackdown, if successful, could have a detrimental effect on workplace diversity and discrimination protections. You may be able to challenge government actions in court if your organization is targeted by them.

Use What Connections and Power You Have

Trans and queer people don't find ourselves as well-represented in positions of power as others do. If you are well-connected or in a position of authority, you can leverage these privileges to make a difference.

Legal Actions

Join or File a Lawsuit

The current presidential administration has engaged in a campaign of shock and awe, rapidly issuing executive orders that leave many of us scrambling to keep up. On the bright side, various parties filing lawsuits have acted faster and more effectively than many of the opposition politicians we count on. If you are affected by a government policy targeting trans or queer people, be it national or local, consider filing or joining a lawsuit and pursuing justice through the courts.

You don't have to be an expert in the law to do this. Organizations like The American Civil Liberties Union and Lambda Legal can help.

File an Amicus Brief in a Crucial Court Case

If you are a lawyer, track cases centering on trans and queer rights and file an amicus curiae brief bolstering our arguments.

Rest and Joy

Rest and Take Care of Yourself Between Actions

This resource has covered a multitude of impactful actions you can take to help trans and queer people, but it's important to remember that you cannot pour from an empty cup. Oppressive systems count on us becoming exhausted and giving up in our burnout.

Therefore, we advise that you **identify moments for rest** in addition to moments for action. You can sleep, relax, unplug from negative news for a time, eat well, exercise, dance, fuck, play, and do anything else that recharges you or enriches your spirit. Being part of a community means that others can step up if you need a moment to step back.

Have Fun, Lighthearted Experiences With Your Trans and Queer Loved Ones

It is important to make room for trans and queer joy, especially at a time like this. If you are trans and/or queer, set aside time to do the things you enjoy. If you are an ally, do fun things with your trans and queer loved ones. They may need a distraction for a while or an experience that will refresh them.

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