

**RESOLUTION FOR THE INCLUSION OF A TRANS WOMAN ON THE NATIONAL BOARD**

**WHEREAS**, all women have fundamental moral and constitutional rights. The Human Rights Council (HRC) has made clear that a “[...] woman’s gender identity is her innermost concept of being female.” Therefore, trans women are women and should be extended equal representation on the National Board of the National Organization for Women (NOW); and

**WHEREAS**, in 2022, the University of California, Los Angeles (UCLA), School of Law, Williams Institute on Sexual Orientation and Gender Identity Law and Public Policy, reported that 1.6M people in the United States over the age of 13 publicly identify as transgender; 39%, or 624K people, identify as trans women; and

**WHEREAS**, these figures are overwhelmingly underestimated because many transgender people do not reveal their gender identity for various reasons, including health and personal safety; and

**WHEREAS**, trans women experience many forms of violence that all women experience, but when gender identity intersects with other aspects of a woman’s identity, violence emerges as unique forms and causes, and results in individualized lived experiences. Violence encountered by trans women may include physical and sexual assault, harassment, emotional or verbal abuse (including misgendering), and homicide; and

**WHEREAS**, in 2022, the Federal Bureau of Investigation (FBI) Uniform Crime Reporting (UCR) Program, reported that 4.0% of all hate crimes were based on solely biased motivation against gender identity. The HRC states that this is a 32.9% increase in hate crimes based on gender identity over the prior year; and

**WHEREAS**, since composing this resolution, there have been 620 anti-trans bills tracked across 43 states; Trans Legislation Tracker reports that 48 of these bills have passed, 111 are active, and 461 have failed; and

**WHEREAS**, President Biden has announced opposition to gender affirming care for transgender youth; and

**WHEREAS**, the only voices that should speak about lived experiences of trans women, are trans women; and

**WHEREAS**, action plans by NOW for the advancement, protection, and advocacy of transgender people should involve the input and expertise of trans women;

**THEREFORE BE IT RESOLVED**, that NOW acknowledge the urgency of the nationwide epidemic facing trans women and the need for trans women to be included in action plans for the advancement, protection, and advocacy of transgender people, and;

**BE IT FURTHER RESOLVED**, that NOW recognize and acknowledge that the inclusion of a trans woman on the National Board should not result in tokenism, discursively othering trans women and making their experiences distinctly separate from other women, or using the appointment of a trans woman on the National Board to give a false or misleading appearance of diversity or fair and equitable treatment of trans women, and;

**BE IT FINALLY RESOLVED**, that NOW commit itself to the inclusion of a trans woman on the National Board.