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Enforced Gender Conformity and Wage Disparities

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ENFORCED GENDER CONFORMITY THROUGH HATE VIOLENCE



"Almost half of all transgender people have been sexually assaulted at some point in their lives, and these rates are even higher for trans people of color"
-nsvrc.org



89% of all LGBTQ+ homicides in 2013 were against people of color.
-glaad.org

2021 has been the deadliest year to date for the transgendered community with 46 deaths reported so far.
-hrc.org

"Transgender people are over four times more likely than cisgender people to experience violent victimization, including rape, sexual assault, and aggravated or simple assault"

UCLA Williams Institute



Hate Violence Homicides In 2013 Were Against Transgender Women
-avp.org



"12 percent of transgender youth report being sexually assaulted in K-12 settings by peers or educational staff"
-ovc.oj.gov



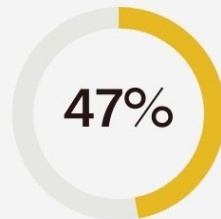
"Nearly 80 percent of deaths involving transgender people included initial misgendering by media or law enforcement"
-The Hill

Killings of trans people are often underreported, in part because law enforcement and media reports tend to "deadname" and misgender victims.
-The Guardian

Violence against Transgendered individuals highlights a social paradigm of gender role enforcement through force, and misgendering of victims further reinforces a normative system that fails to acknowledge nonconforming gender identities.

Learn more about violence against transgendered people, and hear the stories of survivors of hate violence here:
<https://forge-forward.org>

WAGE INEQUALITY IN THE LGBTQ+ COMMUNITY



Discrimination In The Workplace

- '47% of transgender individuals also reported being discriminated against in hiring, firing, and promotion; over 25% reported they had lost a job due to discrimination on the basis of their gender identity'
- -apa.org

"The earnings of female transgender workers fell by nearly one-third following their gender transitions."
-americanprogress.org

Obversely, the same study found that male privilege may still exist for transgendered lame employees, suggesting that gender conformity is only one small part of the greater institutional wage barriers sustained by hegemonic masculinity.



Transgendered Poverty Rates



'We found that transgender Americans are about 14 percentage points less likely to have completed college and 14 percentage points more likely to live in poverty.'

-vanderbilt.edu

Transgendered Unemployment Rates



Compared to the total U.S. population's unemployment rate of 5%, wage inequality isn't the only issue, hiring discrimination is a major issue as well.

-transequality.org



Gender has historically determined an individual's social and economic opportunities, and this trend continues still today with discriminatory hiring and firing practices, wage inequality, and the perpetuation of hate-violence, including violence from police against people with nonconforming gender identities. The marginalization of transgendered individuals continues even when they seek physical healthcare. These are all institutional systems that marginalize and victimize members of the LGBTQ+ community.

Make a donation today:
<https://www.hrc.org>

Respondents also encountered high levels of mistreatment when seeking health care. In the year prior to completing the survey, one-third (33%) of those who saw a health care provider had at least one negative experience related to being transgender, such as being verbally harassed or refused treatment because of their gender identity. Additionally, nearly one-quarter (23%) of respondents reported that they did not seek the health care they needed in the year prior to completing the survey due to fear of being mistreated as a transgender person, and 33% did not go to a health care provider when needed because they could not afford it.

-transequality.org

Annotated Bibliography

<https://www.apa.org/pi/ses/resources/publications/factsheet-lgbt.pdf>

Data showing socioeconomic disparities between cisgender and LGBTQ+ individuals. SES (socioeconomic status) differences between groups expose a systemic marginalization of the LGBTQ+ community. LGBTQ+ youth experience increased rates of homelessness, and transgendered adults are more likely to receive an annual income of less than \$10,000 compared to their cisgendered counterparts.

https://avp.org/wp-content/uploads/2017/04/ncavp_transhvfactsheet.pdf

Statistics showing hate violence against trans communities. This set of data highlights the increased rate of victimization in the LGBTQ+ community, and further expresses the massive rate of violence members of this community experience from law enforcement agencies. Furthermore, this site details the increased occurrence of all the above for transgendered people of color when compared to white transgendered individuals.

<https://forge-forward.org/resource/transgender-survivors-april2012/>

This is a link to an hour-long presentation by Michael Munson and Loree Cook-Daniels that presents the stories of transgendered individuals who have experienced and survived violence against themselves. It outlines the differences between sexual orientation and gender identity, misunderstandings of both contributing towards the violence perpetuated against individuals.

<https://www.americanprogress.org/article/the-gay-and-transgender-wage-gap/>

Transgender individuals also face significant wage disparities on the job. This is especially true for transgender women. One study found that the earnings of female transgender workers fell by nearly one-third following their gender transitions. Interestingly, that same study found that the earnings of male transgender workers slightly increased following their transition. As such, transgender men may actually experience a wage advantage rather than a wage penalty.

<https://www.glaad.org/blog/infographic-report-shows-anti-lgbtq-violence-still-way-too-high>

Report compiled by the National Coalition of Anti-Violence Programs, exploring the increasing number of hate crimes enacted upon transgendered individuals. Of particular interest are the rates of violence against Black transgendered people, reported rates of hostility from law enforcement when reporting crimes, and the overwhelming volume of LGBTQ+ homicides that targeted transgendered women: 72%.

https://www.nsvrc.org/sites/default/files/publications/2019-02/Transgender_infographic_508_0.pdf

Data points quantifying the varying levels of sexual violence perpetuated against different demographics within the LGBTQ+ community, and detailing a tendency towards reluctance to interact with law enforcement to report sexual assaults. This infographic also presents the higher instances of sexual violence that occur against individuals who have engaged in sex-work.

<https://www.hrc.org/press-releases/marking-the-deadliest-year-on-record-human-rights-campaign-announces-release-of-annual-report-on-violence-against-transgender-and-gender-non-conforming-people>

The Human Rights Campaign's annual report of violence against transgender and gender non-conforming people. Data showing the increased instances of violence against Black and Latinx people (29 of the 46 deaths reported) suggests that marginalization and hate crime against transgendered people continues to be a broadly intersectional issue within our country.

https://ovc.ojp.gov/sites/g/files/xyckuh226/files/pubs/forge/sexual_numbers.html

This page breaks down the statistics involving transgendered people's victimization through sexual assault. This page cites multiple surveys and studies done in 2009 as sources for their data points, and suggests that 50% of deaths involving violent hate crimes were transgender women, and further breaks down that percentage of violence within the LGBTQ+ community that is directed exclusively towards transgender identifying individuals.

<https://www.theguardian.com/world/2021/jun/14/us-trans-transgender-deaths-2021>

This article cites data compiled since 2013 by the HRC to suggest a troubling increase in violence towards transgendered people. Specifically, rates are higher in 2021 than in all previously recorded years. This article also examines the interaction between reduced reporting of crimes against LGBTQ+ individuals and the misgendering of victims by media and law enforcement.

<https://thehill.com/blogs/blog-briefing-room/news/582472-2021-deadliest-year-for-transgender-people-recorded>

This article presents a data comparison between 2020 and 2021, emphasizing the increase in hate-violence year over year against the transgendered/gender-nonconforming communities. Furthermore, there is an increased rate of violence against Black transgender women. This article also suggests that the misgendering of victims in media contributes to the increased rates of violence.

<https://transequality.org/sites/default/files/docs/usts/USTS%20Full%20Report%20-%20FINAL%201.6.17.pdf>

This is a report from the 2015 United States transgendered survey, compiled by the National Center for Transgender Equality. This survey explores the demographic statistics from 2015 U.S. transgender survey showing broad intersectional implications of gender nonconformity, especially with a focus on socioeconomic status, poverty rates, and unemployment rates.

<https://news.vanderbilt.edu/2020/04/13/transgender-americans-experience-significant-economic-health-challenges-study/>

Large-scale evidence that transgendered Americans are doing worse than cisgendered Americans along a number of important indicators of wellbeing including mental health and mental illness, and economic indicators of success. This study cites data from 400,000 respondents, including over 2,100 transgendered respondents, and points to a need for increased policies prohibiting workplace discrimination.

<https://williamsinstitute.law.ucla.edu/press/ncvs-trans-transpress-release/>

Quantifiable data showing increase of violence against trans individuals compared to cisgendered individuals. Specifically, that transgendered people experience four times more violence than their cisgendered counterparts. Additionally, data is provided about the rates of hate crime directed towards transgendered women and a lack of consistent reporting to police of violence.