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CLIFFORD CHANCE CELEBRATES INTERNATIONAL TRANSGENDER DAY OF VISIBILITY

International Transgender Day of Visibility (TDoV) is an annual event occurring on 31 March. To mark the occasion our Inclusion team spoke to three of the firm's trans heroes about the importance TDoV and what it means to them.

First, we have **Katherine Wolfgramme**, a client who works very closely with our Sydney office.

How do you normally celebrate trans day of visibility?

TDoV is a day to bring light to some of the issues that trans people face, whether through protesting, a stronger media presence or education. The day differs from Transgender Day of Remembrance, which takes place in November. This is much more of a time for reflection and to honour the transpeople who are no longer with us.

Who are your role models?

My role models are strong women of history such as Josephine Bonaparte, whose life was extraordinary. The main reason why she survived was her ability to adapt to the changing world around her.

I took inspiration from her because this year marks thirty years since my transition. I too survived the changing times around me which is quite remarkable really, as only about 10% of the other people I transitioned with are still alive today.

What's one thing you wish you could tell people that are trans who are currently not out?

It takes incredible strength and courage to transition, great sacrifice and much loss. But the price is actually very small compared to the happiness that awaits you on the other side. There is no greater happiness emotionally and spiritually than embracing who you are and becoming whole.

What's one piece of advice you would give to cis people to encourage them to be better allies?

We are just trans, nothing special, just human. Don't give us special treatment, just give us employment and respect us as you would others. Imposed poverty through employment discrimination is possibly one of the greatest causes of depression within the trans community.

Secondly, we have **Tate Smith**, a junior legal support secretary from the London Office.

Why is trans day of visibility important to you?

I've always believed that there is power in being visible, no matter who you are, how you identify or which type of background you're from. Having a whole day devoted to trans people means we are fully visible and heard so we can break down stereotypes and be recognised in society. Growing up, if it wasn't for days of celebration like this I wouldn't have been exposed to trans people at all and that helped me greatly with coming to terms with my own gender identity.

Are things getting easier and better in society for trans people today?

Unfortunately we still have a long way to go. It took a long time for people to accept that not everyone is straight and I reckon it will take a long time for trans people to have equal rights to cisgender people. That being said, it is definitely easier to be trans today than it was ten years ago.

Workplaces are doing what they can to support people through creating their own policies. We have great companies like Starbucks supporting charities like Mermaids, and we even have our own Trans Pride Parade in Brighton, so we are definitely starting to get there.

Any further reading/watching suggestions from you to people where they can learn more about life as a trans person?

Gendered Intelligence, a charity I work for, is a great organisation aimed at educating workplaces on trans people whilst also helping trans people aged 18-25 themselves. They have plenty of resources on their website where you can find out more. Stonewall is also great for learning the right terminology.

And lastly **Dexter Heeter**, a law clerk in our US office who said:

Having a Day for people who are comfortable with being out gives us the opportunity to tell our stories. And for people who are not comfortable being out, for safety reasons or otherwise, this helps them to know that there is recognition in the world beyond platitudes and blanket statements like "we support diversity."

My "every day" is about being out. I am visible, and that's my contribution.

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