violence. We are committed to improving Johns Hopkins for people of all genders. We, the undersigned students, faculty, staff, and alumni of Johns Hopkins, stand in support of everyone's right to honor the memory of those who have lost their lives due to violence. We commemorate Transgender Day of Remembrance and Resilience. We support everyone's right to be treated with dignity and respect, and to have a safe and inclusive environment in which to live and work. We call on the administration of Johns Hopkins to take concrete steps to support transgender students, faculty, and staff, including but not limited to the following:

1. Provide comprehensive training for all staff and faculty on gender identity and expression, and on how to provide support to transgender individuals.
2. Establish a clear and accessible policy on gender identity and expression within the institution.
3. Support the creation of a student organization dedicated to advocating for transgender rights.
4. Provide gender-neutral facilities and spaces.
5. Offer counseling services for transgender individuals.
6. Ensure that all employees have access to gender-affirming healthcare.

We call on the administration of Johns Hopkins to take these steps and to work with the transgender community to create a safer, more inclusive environment for all. We commit to continuing to fight for transgender rights and to holding the institution accountable for its actions.