**URFA Statement on the International Day Against Homophobia and Transphobia**

Today, URFA recognizes the International Day Against Homophobia and Transphobia. On this day, we must stand together in order to speak out and eliminate hatred and discrimination against LGBTQ people in our workplaces, across the country, and around the world.

Too many people still face the realities of homophobia and transphobia every day, whether it’s at school, at work, or in their communities. Transgender people also face disproportionately high levels of violence, as well as discrimination and harassment when it comes to accessing housing, employment, and health care services.

While progress has been made here at home, we cannot forget those whose lives are at risk just because of who they are. Around the world, there are 72 countries where homosexuality is illegal, and, in some countries, punishable life imprisonment or death. We must continue to do all that we can to combat homophobia and transphobia at home and around the world.

There are many things that we can do to fight this discrimination, and to show solidarity with the lesbian, gay, bisexual, trans and queer communities. Support co-workers and those in your community who are facing homophobia and transphobia, and call out those who use homophobic and transphobic language. Attend local pride events taking place this summer, and support the work being done by human rights organizations to end homophobia and transphobia in other countries.

Homophobia and transphobia are ubiquitous in our culture. Many of us assume we do not contribute to this problem, while we unwittingly replicate our cultural norms. When people are unaware of their own biases and participation in discrimination, they lack the power to make changes that will help change our culture. We encourage everyone to increase their awareness and do more to be allies to all LGBTQ people.

Today on the International Day Against Homophobia and Transphobia, URFA renews its commitment to fighting discrimination in all its forms, and to ensuring that our campus is a safe space for everyone to work and learn.