

**GUIDANCE**

**FOR VIRGINIA'S  
LGBTQIA+  
COMMUNITIES  
AFTER TRUMP'S  
INAUGURATION**



# WHO WE ARE



**Equality Virginia** advocates and organizes across Virginia to build a future where all Lesbian, Gay, Bisexual, Transgender, Queer, and broader spectrum of people (LGBTQIA+) thrive.



**ACLU of Virginia** promotes civil liberties and civil rights for everyone in the Commonwealth through public education, litigation, and advocacy with the goal of securing freedom and equality for all.

## GROUNDING

As anticipated, the new Trump administration has issued a series of harmful and sweeping executive actions—including those targeting the LGBTQIA+ community.

This is a rapidly moving landscape. **The information and guidance in this document represent our best understanding as of January 28, 2025.**

Please follow our website and social media for the most up-to-date guidance documents.

We know that many in our community are scared and uncertain about what impacts these actions will have. We encourage folks to look to trusted resources to navigate this shifting landscape and seek community space and support as needed.

**Our most effective tools and organizing power are here in Virginia**—but we will work to coordinate with partners across our state and nation to share this work and support our communities.

**We'll get through this together.**

# WHAT HAS CHANGED

Early executive actions are already being implemented across the federal government. As of now, we expect to see the most immediate direct impacts to four groups:

- *Immigrants, Refugees, and Asylum Seekers.* The new administration issued numerous executive actions in this space, along with active federal legislation. We urge those in these communities to seek legal resources and representation as you are able and to stay in connection with groups providing guidance specific to these areas of policy.
- *Trans People Held in Federal Custody,* including by the Federal Bureau of Prisoners and Immigration and Customs Enforcement. Executive action has instructed agencies to deny gender-affirming care to those in federal custody and to house incarcerated people and detainees based on sex assigned at birth. We expect legal challenges, but urge those who are impacted to be in contact with legal representation. This directive does not address the practices of state prisons or local/regional jails.
- Those Seeking Gender Marker Changes of Federal Document (Passports, Social Security, etc.). For individuals who did not make these changes before the new administration, consider holding off on seeking any gender marker changes until there is clarity around the process and/or active litigation that puts this portion of the order on hold.

# WHAT MAY CHANGE SOON

*Trans People Serving in the Military.* The new administration issued an executive order stating that transgender people are not fit to serve in the military and instructing that access to facilities for sleeping, changing or bathing is based on sex assigned at birth. It directs the Department of Defense to implement these changes on a tight timeline.

Executive orders have laid out significant and sweeping directives to federal agencies to implement policies and guidance based on a narrow, binary definition of sex assigned at birth. This will result in further changes to government services, grants, and programs impacting our communities. If you have been or believe you will be impacted, we encourage you to stay up-to-date, as practical impacts of these policy changes continue to unfold.

# WHAT CAN WE DO

Legal challenges are already filed or in the works for many of the executive orders the Trump administration issued. Litigation, public comment and advocacy allow us to push back where harm is being done to our communities.

**For both individuals and organizations, one of the most essential pieces of guidance we can offer is to continue to seek out and share updated, accurate information.** It is important that we stay grounded in the facts and provide support and reassurance to our communities.

## FOR INDIVIDUALS

- *Review Your Legal Documents and Directives.* Regardless of your identity or status, we encourage individuals to take the time to review your documents, to consider whether updates or changes may make sense for you and your family, and to have information prepared and readily available—especially if you are traveling.
- *Follow Along with Equality Virginia, ACLU of Virginia and Other Partners.* There will be resources, community events, and opportunities to take action in the coming days and weeks ahead. Follow along with us and our partners in this space to be part of that shared work.
- *Be an Advocate in Your Circles.* Stand up for values of welcome and inclusion and continue to be an advocate in your families, communities, workplaces, organizations, and other spaces.
- *Support The Work.* Donate, volunteer, and support calls to action from organizations like ours. All of us have a place in the work ahead.

## FOR ORGANIZATIONS

- *Support Impacted Communities.* Take time in the coming days to check in and support employees, clients, and partners who are part of affected communities. We encourage organizations to consider what resources and institutional influence they have to support those most impacted in Virginia and beyond.
- *Stand Strong in Your Commitments.* We know that organizations and institutions will face increasing cultural and political pressure to back down from commitments to support diverse communities. Don't let a shifting environment deter you from the investments, partnerships, and promises you have already made.



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