



**OFFICE OF THE MAYOR  
CITY OF CHICAGO**

**BRANDON JOHNSON**  
MAYOR

**EXECUTIVE ORDER NO. 2024-2**

**DECLARATION OF TRANSFEMICIDE EMERGENCY  
AND  
ESTABLISHMENT**

**OF WORKING GROUP ON TRANSFEMICIDE AND PROTECTIONS FOR THE  
TRANSGENDER AND GENDER-DIVERSE COMMUNITY**

**WHEREAS**, the City of Chicago (“City”) is committed to addressing and preventing violence and discrimination against marginalized communities, including the transgender community; and

**WHEREAS**, Chicago is the deadliest city in the nation for Black trans women; and

**WHEREAS**, transfemicide, which is the killing of a trans woman because of her gender identity, especially when motivated by transmisogyny, is an example of violence and discrimination which the City should work against; and

**WHEREAS**, the concept of "chosen family", an idea which refers to a group of individuals who create deep emotional bonds and support systems, often transcending biological or legal ties, often as a result of rejection from a person’s biological families due to their sexual orientation or gender identity, leading them to form alternative family structures based on love, acceptance, and mutual support, is recognized as essential within the transgender community, allowing friends and loved ones to celebrate each other’s milestones and to support one another in times of crisis; and

**WHEREAS**, Chicago is home to many community organizations that are well-equipped to meet the needs of trans Chicagoans; and

**WHEREAS**, many of those communication organizations are under-resourced and are dealing with emergency conditions in the communities that they serve; and

**WHEREAS**, the resources currently present in Chicago’s trans communities are insufficient to deal with the current threat of harm and death faced by the transgender and gender-diverse community; and

**WHEREAS**, the City acknowledges the importance of collaboration between various government agencies and community organizations in addressing violence and ensuring equity in policy and procedures;

**WHEREAS**, the accurate reporting and tracking of hate incidents and hate crimes, including transfemicide where the victim is Black, Indigenous, Latine, or a Person of Color, is essential to identifying trends and implementing effective measures to combat violence and discrimination; and

**WHEREAS**, City government seeks to act swiftly and effectively to provide help and support for our residents and employees; now, therefore,

**I, Brandon Johnson, Mayor of the City of Chicago, do hereby order the creation of a working group as follows:**

**SECTION 1.** A working group on transfemicide and protections for the transgender and gender-diverse community shall be established pursuant to this executive order.

(1) *Establishment of a Working Group.* The Commissioner of the Chicago Commission on Human Relations, in collaboration with the Chicago Police Department, is directed to convene a working group by February 28, 2025.

(2) *Purpose.* The purpose of the working group shall be: (i) to review and recommend updates to City policies, procedures, training, and directives related to hate incidents and hate crimes that impact the BIPOC transgender and gender-diverse community by formulating gender-, racial-, and ethno-inclusive, trauma-informed practices that respect the rights of transgender persons and their chosen family; (ii) seek best practices for unified approaches to the issues that the working group seeks to solve, not just in the City, but in the County as well; (iii) to explore solutions to the barriers that chosen family members of transgender victims that keep them from participating in investigative, legal, and support processes traditionally limited to biological family members; and (iv) to explore how best to report incidents of transfemicide, and transfemicide within racial and ethnic communities, to the public.

(3) *Members.* The working group shall include, but not be limited to, representatives from the Mayor's Office; the Chicago Commission on Human Relations; the Department of Police; the Department of Family and Support Services, and the Chicago Department of Public Health.

(4) *Stakeholder participation.* The working group shall make best efforts to seek out the expertise and advice of members of the transgender community, particularly Black, Indigenous, Latine, and People of Color, public health experts, survivors or family members of victims of transfemicide, and representatives from local academic institutions specializing in social justice or public policy.

The working group shall make best efforts to seek out the expertise and advice of community groups and organizations representing the transgender community, particularly Black,

Indigenous, Latine, and People of Color, including the Advisory Council on LGBTQ+ issues created by Section 2-120-500(c) of the Municipal Code of Chicago; the gender-based violence task force created by Section 2-4-120 of the Municipal Code of Chicago; the Association of Latinos/as/xs Motivating Action (ALMA); Brave Space Alliance; Chicago Therapy Collective; Equality Illinois; Life Is Work; and TaskForce Chicago.

(5) *Intergovernmental participation.* The working group shall make best efforts to collaborate with the Cook County government; the Cook County Commission on Human Relations; the Cook County Office of the Medical Examiner; the Cook County Sheriff's Office; the Cook County State's Attorney's Office; the Cook County Board of Commissioners; the Illinois Department of Human Rights; and (vi) additional stakeholders as deemed helpful in achieving the purposes of the working group.

(6) *Community Meetings.* The working group shall hold at least three community meetings to engage and solicit recommendations with the broader transgender community particularly Black, Indigenous, Latine, and People of Color. There shall be at least one community meeting held on the City's South Side, West Side, and far North Side. The working group shall make reasonable efforts to advertise such meetings and engage in community outreach to ensure strong public participation in such meetings.

(7) *Report.* Within six months of its convening, the working group shall (i) recommend data points for reports to the public for instances of transfemicide, transfemicide against BIPOC individuals, and hate crimes and hate incidents against transgender, gender-diverse, or non-binary individuals; and (ii) submit a written report to the Committee on Health and Human Relations, detailing its findings and recommendations, including any necessary amendments to existing policies and the Municipal Code of Chicago to combat transfemicide, including against the BIPOC community, and an analysis of the violence against Black and Latine transgender women, gender-diverse, and non-binary individuals. Within six months of receiving the working group's report, if the policies of any department have been recommended for amending, those departments identified in the working group report shall issue a report indicating what progress has made in amending its policies. Said reports shall be delivered to the working group and the Committee on Health and Human Relations. The Committee on Health and Human Services shall hold a subject matter hearing on the working group's recommendations and the departments' progress reports. As soon as practicable, but in no event later than six months after such subject matter hearing, the working group shall submit a follow-up report to the Committee on Health and Human Relations, with copies sent to the applicable departments. The Commission on Human Relations shall publish all reports of the working group on its website.

**SECTION 2.** This Executive Order shall take effect upon its execution and filing with the City Clerk.



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Mayor

Received and filed on December 23, 2024



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City Clerk

Chicago City Clerk-Council Div.  
2024 DEC 23 PM4:00



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CITY OF CHICAGO

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MAYOR

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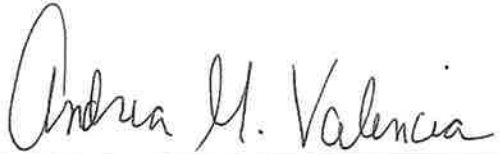
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Mayor

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City Clerk

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2024 DEC 28 PM 4:00