

LGBTSA Newsletter

LGBT Staff and Allies Newsletter

Volume 1, Issue 7

March 18, 2014

LGBTSA Retreat!

We are hosting our very first LGBT Staff and Allies Retreat on April 25, 2014 at the Menlo Park VA (event flyer on page 4)!

The goals of this retreat are:

1. LGBT Staff and Allies get to know one another and the LGBTSA Special Emphasis Program.
2. Discuss what its like to be an LGBT employee at VAPAHCS.
3. Learn about Post-DOMA Same Sex Benefits for employees and veterans
4. Learn about facilitation of LGBT-related trainings for staff and managing LGBT-related comments by veterans in clinical settings (e.g. how to manage homophobia at work).

LGBTSA members will contribute snacks, decorations of the history of LGBT Federal Employment Posters and a local LGBT Resources Table. We are applying for CEUs and conducting a broad outreach campaign in hopes of generating involvement from existing LGBTSA members and staff who are new to LGBTSA events and activities.

Many thanks to our Retreat Planning Committee Deirdre McNamara, Kathleen Thomas, Dave Leo, Stephen Rogers, Shannon Healer, Stephanie Pleshette, Jennifer Fasbinder and Heliana Ramirez.

For more information and to register, please email heliana.ramirez@va.gov.

HEI 2014

It is time to submit VAPAHCS' application to the 2014 Human Rights Campaign's Health care Equality Index (HEI). The HEI is a process to evaluate the cultural relevance and responsiveness of health care institutions to LGBT patients and employees. Last year we achieved the distinction of being rated a Leader in Health Care

Equality and were featured in the [2013 HEI Report!](#)

This year's application will be much easier and less time intensive as the application has already been completed and we now just need to sign up at least 10 VAPAHCS staff to take free LGBT-related trainings (see page 3)!



To join the VAPAHCS HEI Committee please email Heliana.Ramirez@va.gov.

Next LGBTSA Meeting
Thursday, March 20th
Noon-1pm

VANTS 1800 767-1750
 Access Code 86067

Agenda:

1. LGBTSA Retreat Planning
2. Safe Space Training
3. LGBT Elders Conference
4. LGBT Program Webpage Update

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LGBT Resources from the VA LGBT Emailgroup

The following resources were identified on the terrific VA LGBT Email group managed by Matthew Bessell and John Hall. These resources are only a sampling of the great materials shared through this weekly email group, consider getting on the list if you're not already connected!

LGBT Research Articles

VHA National Desktop Library
<http://www.va.gov/library>

Click on the Alerts tab on the upper right hand corner of the page, then Literature e-Alerts. Fill in the contact information. You can subscribe to any of these e-Alerts. The LGBT e-Alert is under the monthly listing, but it comes out bimonthly. Click submit, and you'll be subscribed.

LGBT Health Journal
<http://pages.liebertpubmail.com/Publish.aspx?>

LGBT Clinical Care VA SharePoints

VA LGBT Patient Groups Directory-
<http://vaww.infoshare.va.gov/sites/pcscipro/trer/environment/Forms/AllItems.aspx>

Transgender Veteran Health-
<http://vaww.infoshare.va.gov/sites/pcscipro/trer/default.aspx>

LGB Veteran Health-
<http://vaww.infoshare.va.gov/sites/LGBEducation/default.aspx>

LGBT Clinical Care Trainings

Fenway Institute: Free online trainings
www.lgbthealtheducation.org/

VATMS Quality Health Care for Lesbian, Gay and Bisexual Veterans TMS Course

National LGBT Health Education Center
www.lgbthealtheducation.org

LGBT Pride Month Database

<http://lgbhistorymonth.com/icon-search>

Resources for LGBT VA Employees

Office of Diversity and Inclusion Newsletter

Email odi@va.gov with "SUBSCRIBE NEWSLETTER" in the subject line.

3/14 issue at <http://www.diversity.va.gov/products/files/DAW/v13io6.pdf>

VA LGBT Employee Facebook

<https://www.facebook.com/groups/VAemployeeLGBTpride/>

AFLCIO Pride@Work

<http://www.prideatwork.org>

In addition to receiving valuable LGBT related resources, the LGBT Email Group is also a great way to get connected with over 200 LGBT VA employees and our allies across the country, receive LGBT related news articles and learn about the great work of LGBT Special Emphasis Programs nationwide!



Please share LGBT Resources with Heliana who will pass them along to LGBTSA!

To join the
 LGBT Email Group,
 please email
Matthew.Bessell@va.gov
 or John.Hall7@va.gov



Must READ Story!



March is Bisexual Health Awareness Month

The [Bisexual Resource Center](#) has designated March as Bisexual Health Awareness Month to raise widespread awareness about sexual health disparities. This year's theme- "Bi the Way, Our Health Matters Too!"- will highlight the unique ways that the bisexual community experiences physical and mental health disparities and will encourage more research and services be developed to address them. The campaign will highlight research, analysis and personal commentary from across the United States, Canada and the United Kingdom and beyond, and will urge more bi-specific solutions in the future. [Click here](#) to learn more about Bisexual Health Awareness Month and how you can get involved.



Free Online LGBT Clinical Care Trainings!

Consider taking one or more of the following HRC HEI online trainings for these terrific benefits:

- 1. Increased knowledge about LGBT patient care
2. Annual training credit in TMS
3. Satisfaction knowing you have helped VAPAHCS in its application to be rated a "Leader in LGBT Healthcare" by the Human Rights Campaign Healthcare Equality Index!

"LGBT Patient Centered Care: Executive Briefing" **For managers

register at http://www.hrc.org/hei-training/pages/lgbt-patient-centered-care-an-executive-briefing

Description: This highly engaging and informative 90-minute live webinar with LGBT health expert Shane Snowdon equips senior healthcare managers with the information they need to ensure that their organizations provide optimal care for LGBT patients and are in full compliance with CMS and Joint Commission requirements.

"Your LGBT Patients an Introduction" **For frontline staff

register at http://www.hrc.org/hei-training/pages/lgbt-patients-an-introduction

Description: This 60-minute live webinar is available to organizations that have registered the required senior managers for the Executive Briefing. It is ideal for interested non-managerial employees. Managers who have attended the Executive Briefing should not take this 60-minute webinar, since its content is covered in the Executive Briefing.

"Transgender Patients: Organizational Best Practices" **For frontline staff

register at http://www.hrc.org/hei-training/pages/transgender-patients-organizational-best-practices

Description: This 60-minute live webinar is available to organizations that either received HEI 2012 training credit or have registered the required senior managers for the 2013 Executive Briefing. It is ideal for staff members who would like to learn more about how their organizations can better serve transgender patients. Please note, however, that it focuses on organizational practices, not clinical information



Strengthen your service to LGBT Veterans through a free, online HEI Training!

Please email Heliana.Ramirez@va.gov once you have registered so VAPAHCS will get credit for your training.

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SAVE THE DATE!!
LGBT Elders Training
Cosponsored by LGBTSA and the Institute on Aging
Monday, May 12, 2014, 8am-4pm
Menlo Park VA, Core Building Auditorium
VAPAHC Safe Space Training
Cosponsored by LGBTSA and San Francisco VA
Wednesday, July 23, 2014, 8am-4pm
Palo Alto VA Auditorium
For More information email Heliana.Ramirez@va.gov

Did you know VAPAHCS has LGBT-Related Policies for Veterans and Staff?

Check out the LGBT Program page on VAPAWeb for the following policies:

- 1. Anti-discrimination for LGBT Veterans (VA Patient and Community Living Center Rights and Responsibilities and the Transgender/Intersex Veteran Care Policy)
2. Hospital Visitation Policy (Hospital Visitation Memo)
3. Anti-discrimination for LGBT Staff (VA Equal Employment Opportunity Policy)



 **LGBT Staff and Allies Newsletter**

Heliana Ramirez, LISW
LGBTSA Program Manager

Phone: 650 621-0533
E-mail: Heliana.Ramirez@va.gov

Diversity is Our Strength!

VAPAHCS LGBT Programs are on the
web!
Visit us at
<http://www.paloalto.va.gov/>

The VAPAHCS LGBT Staff and Allies is a group of over 30 VA employees who began meeting in April, 2012. The purpose of LGBTSA is to raise awareness about LGBT Veteran and employee experiences at VAPAHCS through a public relations campaign, staff training and resource development for the hospital system. Through community outreach, LGBTSA strives to increase VA enrollment among LGBT Veteran Patients and encourage employment applications from LGBT civilians and Veterans.

LGBTSA members work in a variety of departments across the VA Palo Alto Healthcare System including Social Work, Psychology, Medicine, Recreation Therapy, Engineering, and Housekeeping to name a few. Members identify as lesbian, gay, bisexual, transgender, queer and as allies to the LGBT community. LGBTSA welcomes anyone who is interested in making VAPAHCS the choice for LGBT Veterans seeking care and LGBT people seeking employment.



**LGBT Staff
and Allies
Retreat**

SAVE THE DATE!
April 25, 2014
8am-4pm



**Menlo Park VA
Core Building
Room F-211**

The LGBT Special Emphasis Program invites you to meet and dialogue with LGBT employees and our allies in a fun, informative and affirming space! Learn about DOMA Repeal and same sex benefits for VA employees and veterans and how to address LGBT issues in clinical care and staff trainings. We have applied for CEUs and will provide snacks throughout the day, please bring your lunch.

**Join us to help make
VAPAHCS an Employer of Choice for the LGBT Community!**

For more information email Heliana.Ramirez@va.gov.