

**Contact us!**

VAPAHCS  
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Palo Alto, CA 94304  
650 493-5000, ext. 27717

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**Join our growing team of  
LGBT VA Employees!**

*VA Employment Opportunities  
available at*

[www.usajobs.gov](http://www.usajobs.gov)



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**Other Important Numbers:**

**Veteran Care Line 800-455-0057**

**Veteran Crisis Line 800-273-8255**

**LGBT Crisis Line 1 888 843-4564**



**LGBT Straight  
Staff Alliance**

**EEO Special  
Emphasis**



## Who We Are

The VAPAHCS LGBT Straight Staff Alliance (LGBTSA) is a group of over 30 VA employees who began meeting April, 2012. The purpose of LGBTSA is to increase 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 Veteran patients and encourage employment applications from LGBT civilians and Veterans.

LGBTSA members work in a variety of departments across the Health Care System including Social Work, Psychology, Medicine, Nursing, Recreation Therapy, Engineering and Housekeeping, to name but a few. Members identify themselves as lesbian, gay, bisexual, transgendered, queer and heterosexual allies. LGBTSA welcomes anyone who is interested in making VAPAHCS the choice for LGBT veterans seeking care and LGBT people seeking employment.

LGBTSA recognizes the unique contributions LGBT employees make to the VA's mission of serving all veterans, including LGBT Veterans.

**Diversity is our strength!**

## When We Meet

LGBTSA meets once a month by phone or video conference; members join our meetings from any of VAPAHCS' nine campuses. LGBTSA sub-committees may meet more regularly.

VA employees are encouraged to ask their supervisors to officially approve their participation in the Special Emphasis Program. This enables employees to commit 10 percent of their work schedules to LGBTSA activities. As a program within the Equal Employment Opportunities Program Office, LGBTSA enjoys the support of Front Office in its work to create an inclusive VA environment for all veterans and employees. For more information, visit the Office of Diversity at

[www.diversity.va.gov/programs/lgbt.aspx](http://www.diversity.va.gov/programs/lgbt.aspx)

## Our Current Work

LGBTSA is working on the following events and activities:

1. Community Outreach at Gay Pride Events and LGBT Employment Fairs
2. Health Care System Awareness Events (conferences and in-service trainings)
3. LGBT employee needs assessments and support for the Equal Employment Opportunity Office
4. Participating in discussions with LGBT VA staff across the nation.

## Our Future Work

With the recent repeal of Don't Ask Don't Tell and federal agencies from the VA to the Pentagon observing Gay Pride Month, the future promises new opportunities to engage LGBT veterans and federal employees. LGBTSA's future endeavors will be determined based on participant interest. Join us to set the agenda for the next steps in this exciting new VA staff organization!

## Note to Heterosexual Allies

LGBTSA believes that creating a supportive and inclusive environment for LGBT employees and patients of the VA depends in part, on the active involvement of straight allies. We welcome and encourage heterosexual members who share our vision of creating a work environment and health care system that are both responsive to the needs and build upon the strengths of the LGBT community.



**The VAPAHCS LGBTSA is  
the 20<sup>th</sup> LGBT  
program for VA  
employees  
in the nation!**