A hospital’s ability to provide equitable, competent, and welcoming care to all patients rests squarely on its workforce.

There are two workforce goals to achieve this:

1) Ensure that LGBT employees are treated in an inclusive and equitable manner
2) Ensure that all employees are able to provide equitable, competent, and welcoming care to LGBT patients and their families.

- Joint Commission, LGBT Field Guide

The LGBT Special Emphasis Program is a resource for employees - whether it be to make a suggestion to improve inclusion for LGBT employees or to ask a question about LGBT terminology or culture.

If you have a question or comment, please contact LGBT Special Emphasis Program Manager Trevor Seela at trevor.seela@va.gov or extension 83229.

Know of a group we missed (especially local groups near the FHCC)? Let us know!
**LGBT FACTS**

- It is estimated that there are currently more than 36,000 gay and lesbian active duty service members.
- In Illinois, it is estimated that there are over 26,000 LGBT veterans.
- In Wisconsin, it is estimated that there are over 10,000 LGBT veterans.
- Nearly one million gay and lesbian Americans are veterans.
- Keep in mind that the LGBT community is incredibly diverse—sexual preference or gender identity does not say anything about a person’s family relationships, religion, class, socioeconomic status, beliefs, race, ethnicity, ability/disability, behaviors.

*Source: The Urban Institute, http://www.urban.org/uploadedpdf/411069_gaylesbianmilitary.pdf*

**FHCC’S COMMITMENT**

The inclusion of LGBT employees in the workforce at the Captain James A. Lovell Federal Health Care Center is an essential part of promoting quality and safe patient care.

The FHCC is committed to providing equal employment opportunity for all qualified persons and to prohibit discrimination based on race, color, religion, reprisal, sex, national origin, age, disability, marital status, sexual preference or gender identity.

**LGBT/A SPECIAL EMPHASIS PROGRAM COMMITTEE**

The Lesbian, Gay, Bisexual, Transgender/Allies (LGBT/A) committee was established to advance effective communication and cultural competence while increasing inclusion and raising awareness for LGBT employees.

The LGBT Special emphasis program meets the first Thursday of every month. The committee is open to all staff members.

We currently recognize two months, June as LGBT Pride Month and October as LGBT History Month.

“*When a hospital takes steps to provide equitable treatment and inclusion for LGBT employees, it benefits the entire workforce.*”

- Joint Commission, LGBT Field Guide