

*Practicing Veterinary Medicine in a  
Multicultural Society*

**Sexual Diversity**

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CS 777

# Overview of Class

- **Objective**
  - To provide veterinary students with an awareness and appreciation of diversity in sexual orientation
- **Structure**
  - Facts and Stats
  - Homosexuality in the Working Environment
  - Resources

# LGBT Pride Month **JUNE**

HISTORY

## TIMELINE

- 1924** Society for Human Rights, the first U.S. gay-rights organization founded and shut down by police
- 1956** The Daughters of Bilitis, the first national lesbian organization in the U.S., formed
- 1962** Illinois becomes first state to decriminalize homosexual acts
- 1969** Stonewall riots in New York gain national attention for gay rights
- 1970** First Gay Liberation Day March held in NYC; similar events held in L.A., San Francisco
- 1973** American Psychiatric Association removes definition of "homosexuality" as a mental disorder
- 1978** Rainbow flag first used as symbol of gay pride
- 1979** First national gay-rights march held in Washington, D.C.
- 1980** Democratic National Convention endorses gay-rights platform
- 1982** Wisconsin becomes first state to outlaw discrimination on basis of sexual orientation
- 1993** "Don't ask, don't tell" policy allows closeted gays to serve in U.S. military
- 1996** Supreme Court says protections for gays and lesbians are the same civil rights guaranteed to all citizens
- 2000** Vermont becomes first state to legally recognize civil unions between gays/lesbians
- 2003** Supreme Court rules sodomy laws unconstitutional (*Lawrence v. Texas*)
- 2004** Massachusetts legalizes same-sex marriage; 11 other states ban it through referendum
- 2005** Civil unions become legal in Connecticut
- 2006** Civil unions become legal in New Jersey
- 2007** Logo hosts first presidential forum focusing on LGBT issues
- 2008** California's State Supreme Court allows gay marriage, Proposition 8 eliminates it
- 2009** Vermont, Iowa and Maine allow same-sex marriage



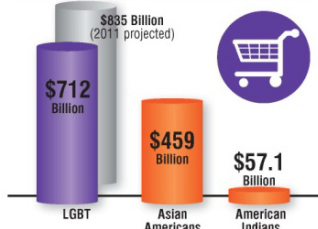
## POPULATION



Between 15 million and 16 million adult Americans (6%–7% of U.S. population) identify as lesbian, gay, bisexual or transgender **but many estimate the real amount is 10%.**

Source: Wittek-Combs Communications and Packaged Facts

## BUYING POWER



Source: Selig Center for Economic Growth, Wittek-Combs Communications

**All of The DiversityInc Top 50 Companies for Diversity®** offer domestic-partner health benefits to same-sex couples and have LGBT employee-resource groups.

## GAY MARRIAGE



### WEDDINGS AND RELATED ACTIVITIES +\$683 MILLION

Spending by same-sex couples on weddings and related activities would boost California's economy by more than \$683 million in the next three years.

Source: The Williams Institute

In certain states that provide legal recognition for same-sex couples (**California, Massachusetts, Connecticut, Vermont**), more than **40% of same-sex couples have entered into a civil union or marriage or registered their relationship.**



Of the 255 Fortune 500 companies rated in the Human Rights Campaign's Corporate Equality Index, **120 received a 100% rating.**

Source: Human Rights Campaign

SPONSORED BY **Deloitte.**

For more Facts & Figures, go to: **DiversityInc.com**

# Portrait of Gay America

- "Out and strong", overall 97% are "out" and more females than males are "out" to their families, friends and at work
- 53% of females are partnered verses 42% of males with the largest percentage who have been together between 4 – 7 years
- 12% of males and 15% of females are employed by a government entity

GLCensus Partners ([www.glcensus.org](http://www.glcensus.org)) Study – A Syracuse University and OpusComm Group research partnership.

# Portrait of Gay America

- 57% of males and 45% of females live in cities
- 67% of males and 72% of females are registered Democrats
- 77% respondents feel legal recognition of same-sex marriage for tax, estate and insurance purposes extremely important in voting for a candidate

GLCensus Partners ([www.glcensus.org](http://www.glcensus.org)) Study – A Syracuse University and OpusComm Group research partnership.

## Gays Own More Pets than the General Population Largest Gay Consumer Study Finds

78.5% of respondents own a pet

One-fifth of respondents spend between \$300 and \$432 a year on pet products

GLCensus Partners, from the 2002-2003 Gay/Lesbian Consumer Online Census

# What's the Point?

- **Integration is a good thing**
  - Increased awareness, knowledge and interaction with people of a different orientation produces understanding and acceptance.
- **Interaction is mutually beneficial**
  - LGBT have considerable buying power that is only expected to rise **and they spend part of this money on their pets!**

# Attracting LGBT Clients

- Importance of peer referrals
- LGBT Community Networking
  - Advertise in LGBT press and cultural events
  - Join in LGBT Chambers of Commerce or other organizations
  - Donate time/service to LGBT community events and projects
  - Speaker for workshops/events
  - Referral lists from LGBT organizations



# LGBT Friendly Office

- Non-discrimination policy – posted
- Employee sensitivity training
- Employee affirmation/signature
- Zero tolerance in effect 24/7 on premises

# Equal Employment Opportunity Policies

## Human Rights Campaign Standards

- Clear declaration of non-discrimination
  - Both “sexual orientation” and “gender identity”
- Anti-harassment or other corporate statements are insufficient
  - These are not inclusive policies

# Sample Equal Employment Opportunity Policies

- *"Capital One prohibits discrimination with respect to the hiring or promotion of individuals, conditions of employment, disciplinary and discharge practices or any other aspect of employment on the basis of sex, race, color, age, national origin, religion, disability, marital status, **sexual orientation, gender identity,** pregnancy or veteran status."*

*– Capital One, equal employment opportunity policy, amended Nov. 11, 2002*

# DiversityInc Top 10 Companies for LGBT Employees

- What makes a company the right place for lesbian, gay, bisexual and transgender employees--and their friends and families--to work?
  - Inclusive benefits for same-sex partners of employees
  - Strong diversity training programs
  - Recruitment efforts aimed at LGBT people
  - Vitality of the company's LGBT employee-resource group
  - 100% rating on the HRC's Corporate Equality Index

# DiversityInc Methodology

- Companies must demonstrate consistent strength in four key areas:
  - **CEO Commitment** is the most heavily weighted area in the survey
  - **Human Capital** includes race/ethnicity/ gender/age demographics; also includes questions on work/life benefits and recruitment strategies, including those aimed at LGBT people and people with disabilities

# DiversityInc Methodology

- **Corporate and Organizational Communications** examines internal factors as employee-resource groups, mentoring, and external factors as philanthropic contributions, multicultural marketing
- **Supplier Diversity** looks at the percent of procurement budgets spent with suppliers owned by Blacks, Latinos, Asians, American Indians, women, LGBT people and people with disabilities

# DiversityInc Top 10 Companies for LGBT Employees

1. Ernst & Young
2. Wells Fargo & Co
3. Pricewaterhouse-  
Coopers
4. IBM
5. Aetna
6. KPMG
7. Sodexo
8. AT&T
9. Cisco Systems
10. Johnson & Johnson

# DiversityInc's 7 Things Never to Say to LGBT Coworkers

1. "I suspected you were gay."

Insensitive and plays into stereotypes

2. "I'm sorry."

Implies judgment. Would you apologize for a person's ethnicity or gender?

3. "Why did you tell me that?"

Important for people to bring their whole selves to work

4. "Which bathroom do you use?"

Gender questions are inappropriate



# DiversityInc's 7 Things Never to Say to LGBT Coworkers

5. "We are not close enough for you to share that information with me."

If you feel a colleague may have shared too much information you can simply say, "Thank you for telling me that."

6. Referring to coworkers as "she-male."

Transgender employees often are the brunt of culturally insensitive jokes and comments.

7. "What do you like to do in bed?"

Sexual questions and comments are always off limits. You are teetering on the line of sexual harassment.

# “Harassment of Lesbians as Medical Students and Physicians.”

Donna J. Brogan, PhD; Erica Frank, MD; Lisa Elon, MS, MPH; S. Priya Sivanesan; Katherine A. O’Hanlan, MD.

*Journal of the American Medical Association.* 1999.  
282:1290-1292.

# Resources

- Lesbian and Gay Veterinary Medical Association  
([www.lgvma.org](http://www.lgvma.org))
- Human Rights Campaign  
([www.hrc.org](http://www.hrc.org))
- Career Services [Website](#) @ Penn
- Counseling Services [Website](#) @ Kansas State

# Universities with LGVMA Chapters

- Cornell University
- North Carolina State University
- The Ohio State University
- Ross University
- University of California, Davis
- University of Georgia
- University of Pennsylvania
- University of Wisconsin-Madison

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“In itself, homosexuality is as limiting as heterosexuality: the ideal should be to be capable of loving a woman or man; either, a human being, without feeling fear, restraint, or obligation.”

— Simone de Beauvoir