

Total Engagement Consulting
By Kimer

Introduction to LGBT* Considerations in Mental Health Challenges

Presented to the NC Governor's Working Group to Support Service Members,
Veterans and Their Families

Raleigh, NC

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* LGBT = Lesbian, Gay, Bisexual, Transgender



Introduction – Total Engagement Consulting by Kimer

- Formed in 2010 by Stan C. Kimer after 31-year IBM career
 - Included executive role of overseeing career development for IBM's 3000 Sales Operations personnel around the world
 - Career included stints in sales, marketing, finance and human resources (LGBT diversity)
- Current consulting offerings include:
 - “Total Engagement Career Mapping” Services – an innovative methodology for engaging employees in longer range career management
 - Diversity management with a specialization in the LGBT workplace and marketplace
- Outside community involvement
 - National SHRM member as well as TSHRM (Triangle, NC) and Raleigh/Wake, NC chapters
 - Triangle Business Journal “Leaders in Diversity – Role Model” Award 2013
 - Member of the Governor’s Working Group on Veterans, Service Members, and their Families



Agenda

- A short history of diversity within the US Armed Services
- Basic definitions
- An overview of Gay (LGBT people) in the Military
- Estimated population
- Recommendations
- Resources
- Summary



A short history of diversity in the US Armed Services

Time frame	Diversity Event
1700's	Women followed husbands into Revolutionary War as cooks and nurses. African Americans also serve.
1917 – WW I	First women serving in military officially in non-civilian roles
1940's – WW II	400,00 women serve in the military including the first women pilots
1950's	All US troops racially integrated
1976	Women accepted into all US Military Academies
1991	Women fly combat missions in Persian Gulf War
1994	The establishment of the “Don't Ask, Don't Tell” policy for gay men and lesbians in the military
2009	President Obama sworn in as President and Commander-in-Chief of all US Armed Forces.
2011	The ending of the “Don't Ask, Don't Tell” Policy



Definitions

Sexual orientation refers to the gender a person is sexually attracted to, which could be male, female, or both (bisexual).

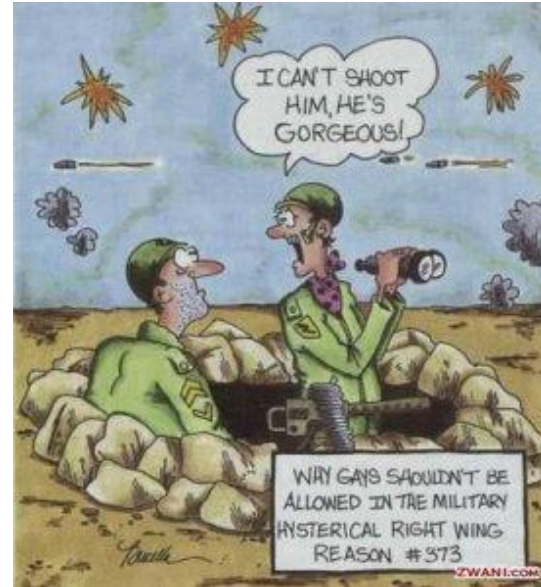
Gender identity refers to the way a person feels internally about who they are – whether male, female, or something in between (androgynous).

Gender expression refers to the manner in which a person communicates his or her gender identity to others by clothing, hairstyle, voice and body characteristics.

Transgender is a broad term for people whose gender identity or expression is different from that typically associated with their assigned sex at birth. MTF is the abbreviation for males who undertake the transition to female, and FTM is the abbreviation for females who undertake the transition to male.

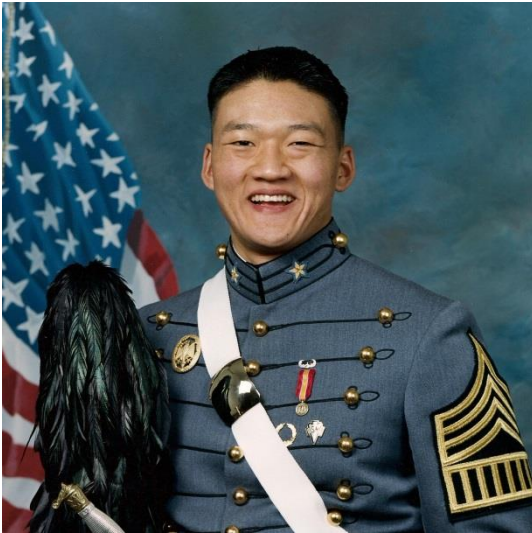
LGBT (or GLBT) is the common abbreviation for the entire community. Some add “a” for allies and “q” for questioning. Some younger communities have now re-embraced “queer” as an all encompassing word.

Gays in the Military??? Stereotypes





Gays in the Military??? The reality



Dan Choi, graduate of West Point and Farsi language expert, was given a dishonorable discharge after disclosing he was gay. Tour of duty in Iraq during the Iraqi war.



Lynn Spruill, the first female Navy pilot to land an aircraft on an aircraft carrier. Later she was a pilot for Delta airlines.



Gays in the Military???

The reality



Colonel Margarethe Cammermeyer, served 32 years in the National Guard when he was discharged after disclosing she was a lesbian. In 2010, she was appointed to the Defense Advisory Committee on Women in the Military



Dave Moore, West Point graduate. After 10 years in the Army, Dave joined IBM where he is now a successful manager and for 3 years led IBM's RTP LGBT employee network group



A local transgender Veteran



Crystal Rameriz served in the US Army for 9 years “pre-transition” under the name Joshua Rameriz. She was an Automated Logistics Specialist with the 82nd Airborne unit with 3 tours in Iraq and 35 “jumps.” After leaving the military as a sergeant, she completed her BS degree in Supply Chain Management from NC State and transitioned from Male to Female (MTF)



Some estimated figures

- Estimated **70,000** gay, lesbian and bisexual people serving in the armed forces today
- Expected to increase to close to **100,000** with the ending of “Don’t Ask, Don’t Tell”
- A reasonable estimate is that there are probably over **1 million** LGBT Veterans
- Between World War II and the end of “Don’t Ask, Don’t Tell,” roughly **114,000** service members were discharged because of sexual orientation
 - Currently each service branch has a process for handling changing the discharge on a case-by-case basis
 - Bills have been circulating in the US Congress for over a year to have a “blanket change”
- Of the **775,000** Veterans in NC, it is reasonable to estimate that **38,000** are LGBT and **4,000** were discharged because of sexual orientation



Recommendations

Important to keep in mind that LGBT Veterans and Service Members have served or are serving our country with distinction and deserve the same level of benefits and support as all Veterans

- Do make sure that your services are “LGBT-friendly”. Don’t assume all service members and Veterans are “straight” or have an opposite gender spouse.
 - For example, you could have a small symbol of “LGBT openness” in your office like a rainbow flag sticker or Human Rights Campaign Equality sticker.
- Though most LGBT people are mentally healthy, there is a statistically higher occurrence of emotional and mental issues due to sexual orientation and gender identity. These include:
 - Rejection by family and church
 - Bullying in school
 - Negative social media
 - Internalized self-hate
- As a professional, do educate yourself and prepare to interact respectfully with LGBT people



LGBT Military Support Organizations

There are now a number of community and government organizations that support LGBT people in the military and veteran. This is a partial list:

- The internal resource within the US gov't to support LGBT Veterans:
<http://www.diversity.va.gov/programs/lgbt.aspx>
- The best known and largest external organization supporting both active service members and veterans: OutServe / Servicemember's Legal Defense Network:
<http://www.sldn.org/>
- American Veterans for Equal Rights: <http://www.aver.us/>
- American Military Partner Association (supports same-gender spouses / partners of military members): <http://militarypartners.org/>



Summary

- **Diversity and Inclusion has been a historic reality within the US Armed Forces since the Revolutionary War.**
- **The next step is now full inclusion of LGBT people with the ending of the “Don’t Ask, Don’t Tell”**
- **LGBT Service Members and Veterans are out there among us**
 - They deserve the same benefits and respect as all Veterans who served our country.
 - You should assure that your programs are LGBT inclusive and your staff trained to interact respectfully with LGBT Service Members and Vets.
 - Dealing with being gay, lesbian, bisexual or transgender has added additional emotional turmoil for some Service Members and Vets.
- **There are several organizations with resources to assist in this venture**



Contact Information

Please contact me to see how I may assist your organization – training and consulting

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(take my 13 question GLBT diversity self-assessment on my website to checkpoint your organization's GLBT diversity readiness.)