

DRAFT PROPOSAL

PAST PROGRESS AND FUTURE PLANS  
COUNCIL FOR SEXUAL MINORITIES

APRIL 23, 1980



PAST PROGRESS AND FUTURE PLANS  
Council for Sexual Minorities

Aging

- DONE: Met with Secretary Black on issues around sexuality.
- Developed a curriculum on sexuality for staff of the agency.
- Made a presentation to the Council.
- Working with a Committee on Aging in Philadelphia.
- Began working to get support groups for older gays and lesbians in Philadelphia.
- TO DO: Meet with Secretary Black regarding homosexuality and the issues below.
- Tap into research on aging and sexuality.
- Publish information for older gays and lesbians and for workers in programs for the aging.
- Develop, advertise and deliver programs on aging for the gay community.
- Get listed with referral agencies and hot lines for the aging.
- Educate and train personnel who work with the aging.
- Review and amend if necessary nursing home standards.
- Identify funding possibilities for research and demonstration projects.
- Meet with Pa. Council on the Aging, 10 regional Councils, 49 area agencies.
- Continue to encourage the formation of support groups for older gays and lesbians in all areas of the state.
- Encourage communication with the Department of Aging by older gays and lesbians.
- Review standards for the adult foster care placement program.
- Encourage exploration of a home for older gays and lesbians.
- Keep track of where vacancies are on Aging Councils and area agencies and nominate appointees.



### Corrections

DONE: Developed course content on gay males for prison guard training (presently in use).

TO DO: Determine the extent of use of the above course content.

Revise the course now offered in prison, adding materials on gay women and transsexual concerns.

Develop a program on preventing institutional rape, including a manual on such information and training.

Meet with the new corrections head, heads of juvenile detention facilities and prison superintendents and work to implement the rape prevention and care program.

Review the impact of the new censorship procedures on gay materials and develop recommendations.

Get information on the complaint procedure into the corrections system including inmates.

Develop and print a brochure on "Tips for Prisoners" with bibliography, resources.

Foster a presence with a booth and presentations at corrections conferences.

Increase prison library holdings on sexual minority issues.

Provide counseling for rape victims in prison.

Increase cooperation with the Pa. Prison Society in joint projects.

Review probation, parole and pardon programs for areas of concern to the Council.



Drug and Alcohol

- DONE: Conducted a two day meeting in the 1979 Summer School.
- Participated in the Council for Drug and Alcohol's Annual Conference in Harrisburg.
- Offered courses at the regional training level.
- Worked for and secured the appointment of an open lesbian to the Drug Advisory Task Force.
- Conducted a study of gay/lesbian service providers.
- Secured in the proposed State Plan inclusion of sexual minorities in protected client rights.
- TO DO: Monitor enactment of the proposed State Plan.
- Train Council speakers in drug/alcoholism topics.
- Educate the gay/lesbian community on drug use and alcoholism.
- Research and analyze data from the survey of service providers and present findings.
- Plan future research projects based on this information.
- Encourage the development of prevention and treatment programs for sexual minority members.
- Publish brochures for counselors and the sexual minority community.
- Develop and distribute a list of resources for drug and alcohol providers.
- Produce audio visual materials on drug/alcohol issues.



### Education

- DONE: Published the booklet "What is a Sexual Minority, Anyway?"
- Got inclusion of non-discrimination for employment in all state colleges, Pennsylvania University and Temple University.
- TO DO: Train key central agency staff on sexual minority issues.
- Advertise openings in employment at colleges, etc. to gay and lesbian groups.
- Develop programs for the colleges on sexual minority issues for counseling and affirmative action staffs.
- Participate in in-service programs in the school districts.
- Participate in the Executive Academy programs.
- Develop and implement training programs for the counseling staffs of public schools.
- Meet with the Secretary to discuss general issues and develop an internal mechanism within Education.
- Produce pamphlets for parents and teachers on sexual minority issues.
- Review and increase college and school holdings on library material.
- Republish the booklet "What is a Sexual Minority, Anyway?"
- Determine the status of the non-discrimination employment clauses at state colleges.
- Review the status of Education Department curriculum development for sex education and make policy recommendations.
- Insure that policy at state colleges on gay and lesbian student groups is the same as for other student groups.
- Work with faculty at state colleges on curriculum in health, family studies, etc. to insure that gay and lesbian issues are covered.
- Develop a support booklet for parents entitled "so you think your high school age child is homosexual..."



### Employment

DONE: Succeeded in having non-discrimination clause included in six union contracts.

Had non-discrimination clause added to the Commonwealth Personnel Rules, the state affirmative action Plan, many state agency affirmative action plans and the Pa. IMPAAC Manual.

Presented training to PHRC staff and talked to officials on how to handle complaints from sexual minorities.

Got support from PHRC on local ordinances and appointments to local commissions.

Developed and presented a training program to departmental affirmative action officers and to Health and Education staffs.

Sponsored a meeting for sexual minority state employees.

Developed a procedure for investigating employee complaints of discrimination through the Council, the Bureau of Affirmative Action and agency affirmative action officers.

Worked with the Governor and legislators to defeat Senate Bill 83 on state employment (eventually vetoed).

TO DO: Develop and present training for staffs of other agencies including juvenile institutions.

Develop and implement a policy protecting the employment of those who undergo sex reassignment.

Produce a training film for use with state employees who are service providers or policy makers.

Have the remaining seven state unions add non-discrimination contract clauses.

Have state employee benefits extended to partners of sexual minority employees as they are to families by marriage.

Review programs in the Department of Labor and Industry (Employment Security, Vocational Rehabilitation, etc.) for discriminatory effect.

Monitor PHRC complaint procedures.

Work with the Civil Service Commission and the OBA on developing job recruiting resources with gay/lesbian groups.

Develop a revised Executive Order on Affirmative Action to include sexual minorities.

(over)



Employment - Continued

Make efforts to revitalize the gay state employees organization.

Work with Women's Commission on gay/lesbian concerns regarding sexual harassment.

Monitor vacancies to commissions, boards, etc., develop a resume file of qualified gay/lesbian applicants, and nominate candidates for openings.



Health

DONE: Included protection for gays in the new hospital patient regulations.

Prepared and distributed STD brochures for gay men and for professionals.

Added union protection for nurses and physicians.

Worked with Tel-Med to revise their public education tapes (in process).

TO DO: Meet with the new Secretary of Health.

Develop a booklet on health concerns for transsexuals and for lesbians.

Get updates on STD statistics among gay men.

Survey health concerns for sexual minority community.

Develop policy from the Secretary on non-discrimination within the agency.

Train Department staff on health concerns of lesbians, gay men and transsexuals.

Encourage medical schools to add sexual minority issues to the curriculum.

Educate the gay male community on STD.

Determine what distribution the STD brochures for gay men have had, and develop recommendations for further distribution.

Determine whether hospitals have incorporated the new hospital regulations in their non-discrimination policy.

Provide technical assistance to the:

- (1) Bureau of Human Resources staff's understanding of sexual minorities.
- (2) Affirmative Action Office on handling complaints.
- (3) Division of Communicable Disease Control on STD control.
- (4) Bureau of Technical Assistance on building concern for the rights of sexual minorities among health care providers.



### Insurance

- DONE: Developed and had issued a policy forbidding discrimination in insurance based on sexual or affectional preference.
- TO DO: Review the policy with the new Insurance Commissioner.
- Develop an implementation procedure for the policy.
- Notify major carriers of the policy.
- Learn if there have been complaints by sexual minorities against insurance agencies.

### Justice

- DONE: Met with former Attorney General.
- Developed package on sodomy reform and lobbied for it in the legislature.
- Provided support in Pittsburgh sodomy case.
- TO DO: Meet with new Attorney General.
- Reach agreement with the current Attorney General on this Administration's response should the State Supreme Court rule the sodomy statute unconstitutional.
- Provide a seminar on legal issues affecting sexual minorities.
- Develop a transition plan for continued contact with the Attorney General when the office becomes independent.

### Licensing

- DONE: Met with former officials in the Department of State on licensing problems.
- Got the State Department to issue a policy of non-discrimination in licensing.
- TO DO: Meet with new officials to discuss policy.
- Monitor the non-discrimination policy in licensing.
- Work to have openly gay/lesbian persons on licensing boards.



Public Welfare

DONE: Met with Secretary on problems in Department of Public Welfare (DPW).

Developed a complaint procedure in the Department.

Gave input to the White House Conference on the Family.

TO DO: Set up a working group within DPW to address sexual minority concerns.

Provide education/training to staffs of DPW's personnel units, central office, regions, major institutions, county assistance offices, etc.

Provide an official overview with available documentation of the range of problems of sexual minorities in DPW's client services, direct and indirect.

Impact on child welfare laws, regulations and program practices regarding gay people as foster care and adoptive parents.

Publish a Gay Resource Guide and other appropriate literature.

Facilitate Title XX funding for information and referral services responsive to sexual minorities, including gay switchboards.

Provide MA payments for sexual reassignment surgery.

Give education/training to staffs of DPW's children and youth institutions and services.

Impact on needs assessment and service gaps of sections of state plan for services for children and youth with respect to sexual minority concerns.

Impact on needs assessment and service gaps of sections of state plan for the blind with respect to sexual minority concerns.

Systematically monitor conferences and similar activities involving DPW to insure appropriate attention to sexual minority concerns.

Impact on liaison of DPW with voluntary agencies with respect to sexual minority concerns.

Study and impact on DPW's contract compliance procedures and practices relevant to non-discrimination against sexual minorities.



Speakers Bureau

DONE: Trained affirmative action officers.

Trained Human Relations Commission staff in Pittsburgh, Philadelphia and Erie.

Spoke before the Advisory Council to the U.S. Civil Rights Commission in Philadelphia.

Trained groups of State Police.

Spoke before the California Personnel Board on implementation of a non-discrimination Executive Order.

TO DO: Develop a list of topics we can speak on and advertise in the lesbian and gay press, especially topics relating to particular groups such as the aging, blacks, transsexuals and lesbian mothers.

Have each Council member arrange at least one speaking engagement with one non-gay agency, professional, union or community group.

State Police

DONE: Met with past Commissioner of State Police.

Conducted training sessions for some central office and field state police.

Presented problems on entrapment and reached agreement on State Police policy on this matter.

TO DO: Develop curriculum for State Police Academy programs, including crime prevention and investigation.

Review entrapment procedures and activities.

Secure wording in the State Police affirmative action plan protecting gay/lesbian employees.



### Third World Concerns

DONE: Developed a questionnaire on racism and sexual minority issues.

Had presentations on racism at the Council meetings.

TO DO: Review the questionnaire on racism and sexual minority issues, make appropriate changes and implement.

Prepare educational material for hot line workers, gay client counselors, etc. on Third World issues.

Prepare a booklet(s) on concerns of Third World lesbians and gay issues aimed at Third World people and the non-Third World sexual minority community.

Build liaisons with Third World organizations and political leaders.

Identify particular Third World sexual minority concerns for Council attention in all ongoing activities such as the Speakers Bureau, Corrections, Health, etc.

Increase awareness of our complaint desk among Third World lesbians and gays.

Develop and distribute periodic press releases on concerns of Third World sexual minorities.

### General

DONE: Established a complaint desk.

Developed draft pamphlets describing Council activities.

TO DO: Review the operations of the complaint desk and republicize efforts.

Establish a legislative liaison to follow legislation and work with legislators.

Revitalize the publicity function, including:

- (1) Distribution of Council pamphlets;
- (2) Periodic new releases;
- (3) Arrangements for media coverage;
- (4) Communication with the sexual minority community.





COMMONWEALTH OF PENNSYLVANIA  
PENNSYLVANIA COUNCIL FOR SEXUAL MINORITIES  
238 Main Capitol Building  
Harrisburg, Pennsylvania

PLEASE NOTE: Our Next Council Meeting is on April 23, 1980 at 1:30 PM in the Public Meeting Room B on the Main Floor of the Education Building at 333 Market Street. The meeting will discuss and approve a plan for action for 1980-81. Please make every effort to continue.

MINUTES

March 3, 1980  
Finance Building

Attendance: Salvador Rodriguez, Helen Seger, Art Duprat, Sylvia Waters, Tony Silvestre, David Donaldson, Louise Oncley, Gloria Guard.

1. Sylvia Waters, Affirmative Action Office, was introduced. Ms. Waters will represent the Department of Health on our Council.
2. White House Conference on the Family: There was extended discussion of the upcoming Conference in Baltimore on June 5, 6, and 7, and the panels preceding it. It is clear that particular single issue groups are trying to influence the Conference. Details about the mechanisms for choosing Pennsylvania's 81 delegates were discussed and Council members were urged to encourage wide participation of citizens.
3. Welfare : Gloria Guard  
Gloria has successfully handled two complaints sent to her by sexual minority members. The first involved a denial of entitled benefits for a welfare recipient and the other the threat of firing for a worker in an agency contracting with the state.  
The Secretary is considering the establishment of an internal task force on sexual minorities as our Council has recommended. Her response is expected very soon.  
Changes in medical assistance regulations jeopardize continuing reimbursement to sexual minority mental health centers in Pennsylvania. We will be monitoring the situation very closely and expect to take whatever action is necessary to see that the funding is not threatened. Gloria has also reminded the Bureau of Medical Assistance that the language of their new regulations should be revised so as to include clauses protecting sexual minority members from discrimination.
4. California  
Our Council continues to advise Governor's Office staff in Sacramento on possible actions that they can take in the executive branch which will further protect gay people in that state. It is expected that the Governor will take action in early April.