

CHANCELLOR KHOSLA  
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SUBJECT: CAC GISOI Report

Enclosed is the Chancellor's Advisory Committee on Gender Identity and Sexual Orientation Issues (CAC GISOI) Report covering the FY 2011-2013. Our goal is that this report will be of interest and value to the Chancellor's office and the UC San Diego campus.

Highlights:

- Grossing up wages for domestic partners because of imputed income challenges
- UCSD School of Medicine Safe List Campaign
- Leadership designation for the Health Equality Index by Human Rights Campaign
- Integrating LGBT issues into the medical and pharmacy school curriculum and establishing LGBT Medical Fellowship
- Transgender healthcare for UCSD students
- Expanded CAC GISOI membership
- Active CAC GISOI membership involvement in recruitment for Chancellor, Vice-Chancellor of Equity, Diversity and Inclusion and CEO of UCSD Medical Center
- Establishment of the Transgender Working Group
- Support for Rainbow Graduation
- Support for Harvey Milk Breakfast
- Introduction of Chancellor Khosla to the San Diego LGBT community at the LGBT Center Community Breakfast

Major Challenges:

- Grossing up wage issue for imputed income for domestic partners
- Transgender healthcare benefits for UCSD employees
- Registration challenges for transgender students
- Inclusion of LGBT status on Statement of Intent to Register (SIR) forms
- LGBT interest housing

Respectfully submitted,

Davey Smith  
CAC GISOI Immediate Past Co-Chair

cc: Linda Greene  
Glynda Davis  
CAC GISOI Committee Members

**Chancellor's Advisory Committee on  
Gender Identity and Sexual Orientation Issues (GISOI)**

**EXECUTIVE REPORT**

**July 1, 2011 to June 30, 2013**

**Presented by:**

**Amy Adler, Co-Chair**

**Joselyn Harris, RN Co-Chair**

**Davey Smith Immediate Past Co-Chair**

**Submitted xxx 2013**

**Addendum 1 – Committee roster 11-12**

**Addendum 2 – “Grossing Up” letter to Chancellor Fox for Domestic Partner and Same-gender Benefits**

**Addendum 3 - UC Transgender Health Benefits**

## **Introduction**

Over the last year, the Chancellor's Advisory Committee on Gender Identity and Sexual Orientation Issues (CAC GISOI) has addressed a number of key areas relating to the UCSD campus and the UC system as a whole. This report reviews the committee's work, highlighting where significant progress has been made, as well as where there is still work to be done.

## **Review of scope of the Committee**

CAC GISOI serves the Chancellor's office by gathering information about lesbian, gay, bisexual, and transgender (LGBT) issues from multiple constituents on campus, informing the UC San Diego community and public through sponsoring/co-sponsoring educational events and advising the Chancellor with written recommendations as necessary. CAC GISOI members participate in quarterly meetings and in small work-groups focusing on specific topics, such as housing, Queer/LGBT/Gender and Sexuality Studies, and medical issues within UCSD. The committee is co-chaired by two people, traditionally one faculty member and one other campus constituent (staff member, graduate student, or undergraduate student), although this year a permanent co-chair was not available.

## **2011-12**

*Leadership* - Davey Smith MD, Associate Professor of Medicine IR, was in his second year as co-chair.

*Meetings* – The committee held quarterly meetings: January 24<sup>th</sup> April 20<sup>th</sup>, and July 26<sup>th</sup>.

*Membership* –CAC GISOI continued with the current membership roster, with representatives from diverse sections of campus and including students, staff and faculty.

## **2012-13**

*Leadership* - Davey Smith MD, Associate Professor of Medicine IR, was in his third year as co-chair, and Amy Adler, PhD, Associate Professor of Visual Arts was elected as co-chair. Joselyn Harris, RN was elected to replace Dr. Smith

*Meetings* – The committee held quarterly meetings: January 30<sup>th</sup> April 24<sup>h</sup>, and July 24<sup>th</sup>.

*Membership* –CAC GISOI continued with the current membership roster, with representatives from diverse sections of campus and including students, staff and faculty.


## **Highlights**

Grossing up wages – Dr. Smith met with Chancellor Fox in April 2012 to review possible avenues to address the issue of imputed income within the UC system as a whole and at UCSD locally. Specific recommendations were made and Chancellor Fox said she would bring the issue to the UC Chancellor Meeting in May 2012. No progress was made. Dr. Smith then met also with the Academic Senate Diversity committee August 2012 and the Diversity Council February 2013. To facilitate more grass roots support, the CAC GISOI then started hosting ‘Lunch and Learn’ talks led by Dr. Travers in March 2013. These have been well-received and will be continued.

Safe List Campaign - After the media spotlight on bullying in the LGBT community made this issue more prominent, the CAC GISOI committee began work on creating a 'safe list' for students to consult for advice and guidance on gender identity and sexual orientation issues, including homophobia. This work began at the School of Medicine and the Medical Center in response to medical student concerns who reported issues during their clerkships. This work was spearheaded by Dr. Scott Vanderberg, a member of the CAC GISOI and Professor in the Department of Pathology. Regarding longer term goals, safe lists for other schools and graduate programs at UCSD may be implemented. In the future, the CAC GISOI may ask for help with a “top-down” approach is getting 'buy in' with other schools and programs.

Leadership designation for the Health Equality Index by Human Rights Campaign - In collaboration with the UCSD Health Sciences Diversity Council, the CAC GISOI pushed for UCSD Health Sciences to file for “Leadership” designation on the Health Equality Index by Human

Rights Campaign in 2011. “The Healthcare Equality Index (HEI) is a unique and invaluable resource for healthcare organizations seeking to provide equitable, inclusive care to LGBT Americans—and for LGBT Americans seeking healthcare organizations with a demonstrated commitment to their care.” Zachary Schlagel was invited to present the progress to the CACGISOI, where he and his team received a number of substantive comments for improvement. Through work with the Diversity Council and CAC GISOI Members and the UCSD Health Sciences team, led by Zachary Schlagel, UC San Diego Health System was recognized as a “Leader in LGBT Healthcare Equality” in the *Healthcare Equality Index 2012* report, earning top marks for commitment to “equitable, inclusive care for lesbian, gay, bisexual and transgender (LGBT) patients and their families, who can face challenges in accessing adequate health care”.

	
<p><a href="http://ucsdnews.ucsd.edu/pressrelease/uc_san_diego_health_system_highlighted_in_healthcare_equality_index_2012">http://ucsdnews.ucsd.edu/pressrelease/uc_san_diego_health_system_highlighted_in_healthcare_equality_index_2012</a></p>	<p><a href="http://www.hrc.org/hei/hei-leaders#.UZupKMrHZ8E">http://www.hrc.org/hei/hei-leaders#.UZupKMrHZ8E</a></p>

LGBT medical education: After a report in the *Journal of American Medical Association* in 2012 that US medical students receive little education on LGBT health issues. The CAC GISOI asked UCSD School of Medicine Leadership, Deans Maria Savoia and Jess Mandel to present the outline of LGBT medical education to the CAC GISOI. In February 2012, Drs. Mandel and Scioilla presented to the CAC GISOI the outline of medical education concerning LGBT medical issues. It was found that metric for outcome assessments will be based on questionnaires as well as

performance based assessment where actors pose as patients with LGBT issues. The first set of data will be available 2014, and it is planned for CACGISOI members to review these data and actively be involved in LGBT medical education at the undergraduate and post-graduate levels. Furthermore, Dr. Davey Smith (Associate Professor of Medicine, IR) has been working with the UCSD Development Office and School of Medicine and UCSD Health Sciences to establish an LGBT Medical Fellowship specifically designed to provide education in the unique needs of LGBT patients. Funding for this fellowship is still being pursued.

### **UCSD Pride Fellowship**

Mission: To train leaders in the medical care of lesbian, gay, bisexual and transgender (LGBT) individuals.

The Problem: Even though there are board certified fellowships in many medical sub-specialties, Cardiology, Endocrinology, Infectious Diseases, etc., there is no structured clinical training in gender identity and sexual orientation issues. LGBT individuals are disproportionately affected by a variety of medical issues. For example:

- LGBT adolescents are 2 to 3 times more likely to attempt suicide and more likely to be homeless than other adolescents.
- Lesbians are less likely to get preventive services for breast and ovarian cancer than heterosexual women
- Lesbians and bisexual females are more likely to be overweight or obese.
- Gay men, especially gay men of color, have an increased risk of HIV and anal cancer than heterosexual men.
- Transgender individuals have a higher prevalence of HIV, depression, suicide than cis-gender individuals.
- Transgender individuals are also less likely to have health insurance than cis-gender individuals.
- Elderly LGBT individuals face additional barriers to healthcare service because of lack of culturally competent social services and providers.
- LGBT individuals have the highest rates of tobacco, alcohol, and other drug use.
  - <http://www.healthypeople.gov/2020/topicsobjectives2020/overview.aspx?topicid=25>

Solution: To tackle these disparities, the UCSD Department of Medicine and the Owen Clinic will develop a two-year post-graduate fellowship in LGBT medicine. Highly qualified candidates who have

completed their residency in Internal Medicine will be eligible for this opportunity. The structured curriculum will include women's, adolescent, sexual and mental health, and specific training in transgender hormone treatment and HIV care. There will also be a significant focus on public health and health policy research concerning LGBT health. The ultimate outcome of this fellowship will be to train the next leaders in LGBT medicine and health research and to supply the healthcare system with clinicians who are clinically and culturally competent in LGBT medical care.

Transgender healthcare for UCSD students through Student Health Services – It has been a long goal of the CACGISOI to ensure the best possible transgender healthcare for UCSD students. This process has involved a comprehensive education campaign, spearheaded by Drs. Davey Smith (Associate Professor of Medicine, IR) and Winston Tilghman (Assistant Professor of Medicine). Both of these medical providers work in the Tuesday and Thursday Night Clinics, which provide specialized healthcare to transgender individuals. Furthermore, Dr. Smith has provided routine consultations for UCSD Health Service providers in the care of transgender students since 2010. These clinicians provided medical educational services to UCSD Student Health Service providers every year 2010-2013, and Dr. Regina Fleming of UCSD Health Services reported to CAC GISOI on the success of these educational efforts October 2012.

Gender Neutral Housing – Although LGBT Interest Housing was implemented in the 09-10 year, the committee continued to discuss the need for gender neutral housing. Removing gender as an organizing factor in housing placement begins to address the needs of some transgender residents in powerful and unique ways. Other UC campuses have explored limited options for gender neutral housing with some success.

Campus climate and Critical Gender Studies Program – In the current era of budget cuts, significant reductions in funding for the Critical Gender Studies Program were made. This raised concerns from the CAC GISOI, and a letter was sent to the Chancellor's office in May 2011 to outline the issues that such cuts could have on the campus climate. This was again reiterated in January 2012 through Chancellor representation on the CACGISOI. Since Critical Gender Studies is a program and not a standalone department, it has little ability to advocate for itself.



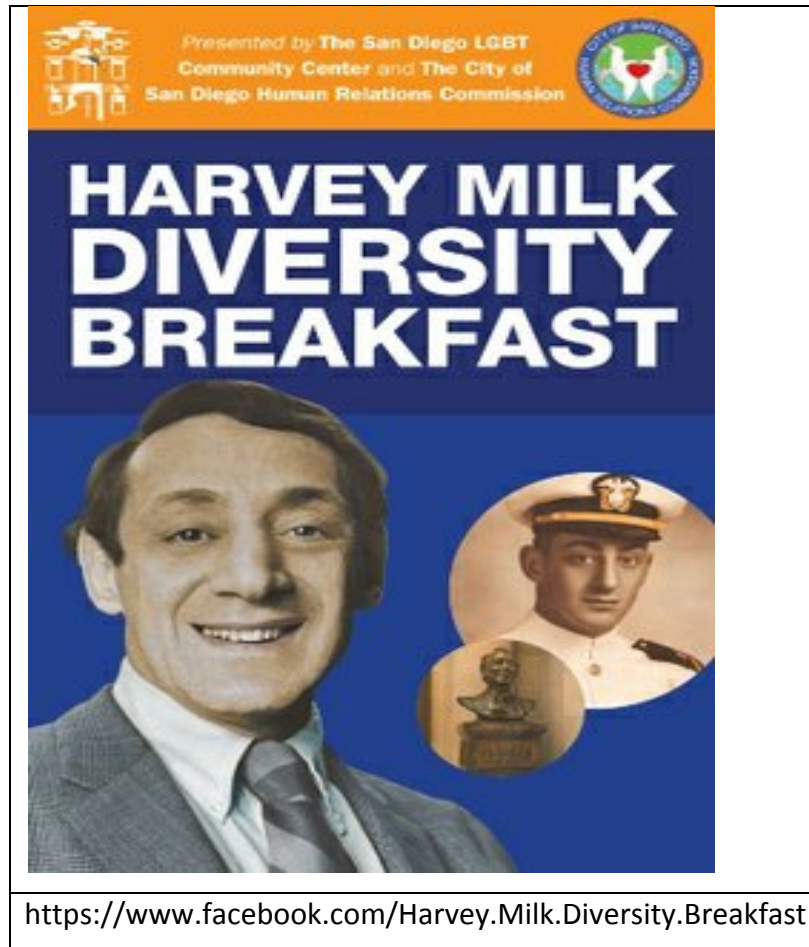
The CAC GISOI continues to feel strongly that Critical Gender Studies is a vital endeavor to improve campus climate concerning issues of diversity.

CAC GISOI Membership – In August 2011, the CAC GISOI placed a campus wide call for applications for the committee. These applications were reviewed by committee leadership and membership selection was made at the Fall 2011 meeting, and the membership was expanded with broad representation across UCSD, including faculty, staff, undergraduate, graduate and post-graduate students. Since this time committee representation has been stable at 38-44 participants and 50-62% attendance rate for quarterly meetings.

Support for Rainbow Graduation – Every year the CAC GISOI supports the UCSD Rainbow Graduation with funding either through its fund or through donations from its member. In 2012, Dr. Dan Lee, Associate Clinical Professor of Medicine, a member of the CAC GISOI sponsored the entire event personally. The UCSD Rainbow Graduation honors graduating seniors and strives to build a community of supportive individuals with student and faculty speakers and student run entertainment. The Rainbow Graduation is attended by a large swath of the UCSD community, including the Chancellor.



**Support for Harvey Milk Breakfast** – Every year the CAC GISOI supports the San Diego Harvey Milk Breakfast. The breakfast is attended by more than 1,000 people, businesses, elected officials and organizations annually, including UCSD Campus and UCSD Health Sciences. It is the largest Harvey Milk celebration in the state of California. It is a place for “all San Diegans who support equality and justice to celebrate the memory of influential civil rights activist Harvey Milk” (<http://www.sandiegoreader.com/events/2013/may/24/24895/>) It is attended by the chairs and other members of the CACGISOI.



San Diego LGBT Community Breakfast – In February 2013 Chancellor Khosla attended the LGBT breakfast meeting at the LGBT Center along with UCSD Health Systems CEO Paul Vivano to meet several elected officials and members of the LGBT community. The Chancellor was quoted as saying, “We need to bring UC San Diego to the community and the community to UC San Diego. Life is culturally rich and we need to reflect that.” He went on to say “As we go through the strategic planning process it is important that the LGBT community is at the table to tell us your aspirations, and how we build upon and attain them.”



<http://chancellor.ucsd.edu/chancellor-khosla/blog/chancellor-visits-the-san-diego-lgbt-community-center>

## Major Challenges

Grossing up wages – Federal tax law considers the UC contribution for medical and dental coverage for domestic partners as income to the UC employee or retiree, unlike benefits received for opposite-gender married couples. This inequity can be corrected by ‘grossing up’ the wages of employees who have domestic partners receiving UC benefits, similar to the processes used for employees who have University cell phones, although it is troubling to have to compare the issue of compensation for cell phones with the rights of domestic partners. If in the happy event that federal law corrects this unfairness in the tax code, then imputed income changes would no longer be needed. Despite multiple recommendations from the CAC GISOI for the past three years, the issue of “grossing up” has yet to be implemented by UCSD or UC as a whole. See attached letter to Chancellor Fox from CAC GISOI addressing this issue.

Specifically, the CACGISOI recommends:

1. The Chancellor to discuss with both UCOP Vice President Dwaine Duckett and the Committee of UC Chancellors “grossing up” for Domestic Partner and Same-Gender Benefits within the UC System.
2. Direct the UCSD Office of Human Resources to calculate the current imputed income tax burden of UCSD employees and retirees, in order to understand the real cost implications.
3. Advocate if UCSD can act unilaterally ‘to do what is right’ to resolve this issue locally.

On this last point, we feel that this unfair practice continues because it hides behind the UC-wide bureaucracy.

Transgender Health Benefits for Transgender UCSD employees- Accessing information regarding benefits available to employees who are considering transition/transitioning/continuing hormones post transition from each of the available health insurance plans is very difficult. Neither individual employees nor Health Care Facilitators receive consistent or accurate information from the health plan representatives. Additionally, referring UC physicians who have contacted health plan representatives for transgender employees regarding pre-authorizations have been given inaccurate and conflicting information, even when two employees are on the exact same UC health plan. Despite explicit statement of transgender health benefits provided by UCSD, there remains no current UC sponsored health plan or process that adequately provides this coverage. To address these issues Drs. Smith and Travers met with VC Tom Leet in November 2012 to assist transgender employees in understanding their options, and potential issues that may occur between employees and their healthcare providers/insurance plans. The UCOP then provided a document which outlined the options available for employees, retirees and their family members who may be considering transitioning or seeking services related to transgender health, the services covered by which health plans, and the coverage limits. We strongly feel that this document should be updated each year when the health plans change, and in advance of Open Enrollment.

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