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Policy Recommendations from Transgender Veteran Stakeholders

California Department of Veterans Affairs California
Transgender Veteran Focus Group (Dec. 8, 2014)*

Policy Area	Recommendation	Federal	State	Local
General	Make it easier for transgender veterans to update discharge papers.	√		
	Protect transgender veterans as a minority group.	√		
	Coordinate name changes among all branches of Veterans Affairs.	√	√	√
	Require transgender cultural competency training for all staff and contractors.	√	√	√
	Collect and report data about transgender veterans across all topic areas.	√	√	√
	Educate staff about the specific needs of female-to-male and male-to-female transgender individuals.	√	√	√

The main forum was held September 26-27, 2014. This focus group was held to recognize the particular needs of transgender veterans. (continued on next page)

Policy Area	Recommendation	Federal	State	Local
Housing	Provide separate and integrated housing options.	√	√	√
	Increase awareness that gender identity does not require sex reassignment surgery.	√	√	√
	Ensure privacy in housing accommodations.	√	√	√
Employment	Enforce California's Fair Housing and Employment Act.		√	√
	Create laws and policies to increase the hiring of transgender veterans in the private sector.	√	√	√
Health	Define gender or sex-reassignment surgery as medically necessary versus "cosmetic."	√		
	Cover sex-reassignment surgery as a part of healthcare coverage.	√		
	Mandate training for healthcare professionals in transgender needs and services.	√	√	√
Education	Expedite and centralize process to change names and sex categories to match gender identity on forms and databases.	√	√	√
Legal	Improve transgender veterans' eligibility for all earned veterans' services and benefits.	√	√	√