



Pennsylvania

PENNSYLVANIA IS ONE OF TWENTY-SEVEN STATES IN THE U.S. THAT ranked in the lowest-rated category, “High Priority to Achieve Basic Equality,” in HRC’s 2017 annual State Equality Index. In addition to lacking statewide non-discrimination and hate crime laws that include sexual orientation and gender identity, the Keystone state has other laws that undermine LGBTQ equality including ones that criminalize people living with HIV, and measures allowing religious-based discrimination against LGBTQ people. In addition, lawmakers have recently attempted to strip transition-related services for Medicaid and CHIP recipients.

Fortunately, LGBTQ Pennsylvanians have several hospitals and other healthcare facilities throughout the state that have embraced LGBTQ inclusion. With 34 facilities participating in the HEI, Pennsylvania ranks 3rd overall among states in the number of HEI participants and ranks 5th among states in the number of LGBTQ Healthcare Equality Leaders, with 19 facilities. Many of these facilities are going well beyond the basics of non-discrimination policies and are on the cutting edge of LGBTQ policies and practices.

On the next page we profile the great work being done by the LGBTQ Alliance Task Force at the **Temple University Health System**, and they are joined by several other Leaders in and around Philadelphia. **Penn Medicine** has a comprehensive program for LGBT health and has four hospitals as well as the student health service designated as Leaders in the HEI. **Einstein Healthcare Network** also has four hospitals designated as Leaders. The **Children’s Hospital of Philadelphia** is a long-time Leader and features a Gender and Sexuality Development Clinic which offers multidisciplinary psychosocial and medical support for gender variant, gender expansive and transgender children and youth up to age 21 and their families. The **Mazzoni Center** is dedicated to meeting the health and

wellness needs of the LGBTQ community and annually produces the Philadelphia Trans Wellness Conference, the largest conference of its kind. One of the few senior care facilities to participate in the HEI, the **Abramson Center for Jewish Life** is a model for LGBTQ inclusion in such facilities.

On the western side of the state, two hospitals that are part of the University of Pittsburgh Medical Center are designated as Leaders in this year’s HEI. The **Children’s Hospital of Pittsburgh of UPMC** offers a Gender and Sexual Health program which in addition to providing treatment, advocates for safe, inclusive policies in school systems, health care settings and the workplace. **Western Psychiatric Institute and Clinic of UPMC** is one of only a few psychiatric hospitals to participate in the HEI. Of the many Veteran’s Health Administration facilities that participate in the HEI, the **VA Pittsburgh Healthcare System** is one of two VHA Leaders in Pennsylvania, with the other being the **VA Coatesville Medical Center**.

Serving northeastern and central Pennsylvania, the **Geisinger Health System** had four hospitals participating in the HEI this year with Geisinger Medical Center in Danville designated as a Leader and the others as Top Performers.





Temple University Hospital: Rising to Meet the Needs of the LGBTQ Population



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Larry R. Kaiser, MD, FACS
President and CEO, Temple University Health System

IN JUNE OF 2016, following the massacre at the Pulse nightclub, during a Temple University Hospital ethics committee meeting Ben Moore raised the question about what they could be doing to better meet the needs of the LGBTQ community. Moore, Operations Manager for Risk Management and Infection Prevention at the hospital, was inspired by this conversation to do something to ensure that the meeting wouldn't have been all talk and no action. Wanting to see what he could do to make a difference, he began meeting informally with others within the Temple University Health System who were also passionate about this issue.

One step they decided upon was to take the Healthcare Equality Index survey to demonstrate Temple's commitment to LGBTQ inclusion and to utilize it as an organizational assessment tool. Ben and his colleagues were disappointed by what they felt was a mediocre score, however the survey helped the team at Temple to identify opportunities for improvement and solidified their desire to make concrete changes.

In the meantime, Ben's informal meetings uncovered an expanding network of people within the Temple University Health System that were committed to these issues and wanted to not only get involved, but also lead the charge. He partnered with Dr. Heather Clauss and Dr. Robert Bettiker, both Infectious Diseases physicians who are out at Temple, to create the Temple Health LGBTQ Alliance Task Force. This task force today has over 170 interdisciplinary members from throughout the Temple University Health System. The Task Force has nine subcommittees that are all focused on improving policies, education, and services to help foster a welcoming environment throughout the Health System for LGBTQ patients, students, staff, faculty and visitors.

In just over a year, the Task Force has made significant progress to create a more LGBTQ inclusive environment in areas such as community outreach, education, employee benefits and gender-neutral bathroom signage. Longer term goals include the creation of a comprehensive LGBTQ health center and inclusion of LGBTQ issues in the curriculum at Temple's Lewis Katz School of Medicine. These efforts also paid off with a significant increase in the HEI 2018 score for Temple University Hospital which received a score of 100 and is a LGBTQ Healthcare Equality Leader.

While the Task Force's efforts started as a grassroots staff led endeavor, the work has gained the attention and full support of the executive leadership within the health system. “It is imperative that we create an inclusive care environment for our LGBTQ patients, visitors, staff and in particular transgender and gender non-conforming people. I am incredibly proud of the significant accomplishments of the LGBTQ Alliance Task Force to date and support their efforts to create an LGBTQ-inclusive environment,” said Dr. Larry Kaiser, President and CEO of the Temple University Health System.