

Annotated Bibliography for LGBT Military Integration



DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE
DIRECTORATE OF RESEARCH DEVELOPMENT AND STRATEGIC INITIATIVES

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Belkin, Aaron, “Caring for Our Transgender Troops—The Negligible Cost of Transition-Related Care,” *New England Journal of Medicine*, Vol. 373, No. 12, September 17, 2015, pp. 1089–1092.

The U.S. Department of Defense (DoD) is reviewing its policy on transgender personnel serving openly and receiving gender transition–related treatment during military service. The prospect of transgender personnel serving openly raises a number of policy questions, including those regarding access to gender transition–related health care, the range of transition-related treatments to be provided, the potential costs associated with these treatments, and the impact of gender transition–related health care needs (i.e., surgical, pharmacologic, and psychosocial) on military readiness—specifically, in terms of the deployability of transgender service members. The Office of the Under Secretary of Defense for Personnel and Readiness asked the RAND National Defense Research Institute to conduct a study to (1) identify the health care needs of the transgender population, transgender service members’ potential health care utilization rates, and the costs associated with extending health care coverage for transition-related treatments; (2) assess the potential readiness implications of allowing transgender service members to serve openly; and (3) review the experiences of foreign militaries that permit transgender service members to serve openly. This report presents the study findings centered around the following research questions:

- What are the health care needs of the transgender population?
- What is the estimated transgender population in the U.S. military?
- How many transgender service members are likely to seek gender transition–related medical treatment?
- What are the costs associated with extending health care coverage for gender transition–related treatments?
- What are the potential readiness implications of allowing transgender service members to serve openly?
- What lessons can be learned from foreign militaries that permit transgender personnel to serve openly?
- Which DoD policies would need to be changed if transgender service members are allowed to serve openly?

Belvin, A., Levitt, M. (2001). *Homosexuality and the Israel defense forces: Did lifting the gay ban undermine military performance? *Armed Forces Society*, 27(4), 541-565.*

In this article we argue that Israel's 1993 decision to lift its gay ban did not influence military performance. Then we assess three arguments raised by experts who claim that Israeli experiences are not relevant for determining what would happen if the U.S. Congress and Pentagon lifted the American gay ban. In particular, we assess the arguments that most gay Israeli combat soldiers do not disclose their sexuality to peers, that some receive special treatment, and that cultural differences distinguish the U.S. and Israeli cases. We agree with each argument, but our interpretation of them differs from experts who believe that Israeli military experiences are irrelevant. While no single case study can show decisively what would happen if the U.S. changed its policy, we suggest that the Israeli experience lends some weight to the claim that American military effectiveness would not decline if known homosexuals were allowed to serve.

Burks, J. (2011). Lesbian, gay, and bisexual victimization in the military: An unintended consequence of “Don’t Ask Don’t Tell”? *American Psychologist*, 66(7), 604-613.

The integration of lesbian, gay, and bisexual (LGB) individuals into the U.S. military is a long-standing and politically and socially divisive issue. Exclusionary and pseudo-inclusionary policies that restrict openly LGB individuals from military service are also of long duration. Yet LGB servicemembers have continued to serve covertly in the military for many decades. Moreover, political issues and social conventions associated with “Don’t Ask, Don’t Tell” (DADT) have diverted focus from imperative research issues, such as LGB servicemembers and incidents of victimization in the military. Research is reviewed to evaluate such victimization, which is conceptualized as resulting from a convergence of sexual stigma, conservative gender role beliefs, and sexual prejudice. DADT, in combination with overarching difficulties intrinsic to sexual orientation research, serves to augment LGB victimization and reduce victim reports and help seeking. Consequently, there is a deficient evidence base for assisting LGB servicemembers and for advancing research, prevention efforts, and policy changes. Implications of repealing DADT are discussed, as are future directions for LGB military research.

Dietert, M., & Dentice, D. (2015). The transgender military experience: Their battle for workplace rights. *Journal of Workplace Rights*, 5(2), 1-12.

Although there have been studies that focus on the experiences of the gay and lesbian population serving in the United States military, few have focused on the experience of active duty transgender service members. Transgender individuals transgress the binary conception of gender by deviating from societal gender norms associated with assigned sex at birth. The Department of Defense has set policies and standards that reflect a binary conception of gender, with a focus on conformity. We argue that able-bodied gender variant service personnel are just as capable of serving their country as anyone else. Because of the repercussions associated with active duty transgender military personnel, our sample is small and involves nine clandestine service members and two international service members who wanted to share their stories from a different perspective. Snowball sampling was aimed at finding current active duty and reserve transgender service members. Using a combination of telephone interviews and questionnaires, data were collected from active duty transgender service personnel throughout the United States and two from international militaries that allow transgender people to serve. Data collection focused on the overall experiences of the participants along with questions regarding workplace discrimination, suggestions for policy changes, and their views about the overturn of Don’t Ask, Don’t Tell. Our findings add to a growing source of information about the transgender military experience in the U.S. armed forces and the importance of overturning discriminatory workplace policies that negatively impact transgender service members.

Estrada, A. (2002). A preliminary scale for assessing attitudes toward homosexuals in the military. *Psychological Reports*, 90, 583-592.

This paper reports a factor analytical study of responses to statements of attitudes concerning lesbians and gay men in the military by 72 23.4-yr.-old members of the U.S. Marine Corps Reserve. Using exploratory factor analysis with an oblique rotation four factors were found which accounted for 64.9% of the total common variance. A factor labeled Trust accounted for

40.6% of the common variance, Comfort accounted for 8.7%, Acceptance accounted for 8.2%, and the fourth factor, Threat, accounted for 7.5%. Cronbach's α ranged from .63 to .78. Validity was .75 when scores were correlated with those on the Attitudes Toward Lesbians and Gay Men scale, supporting the 4-factor interpretation. It is recommended that additional factor analyses be performed to further investigate the validity of the four factors and that of the entire scale.

Gates, Gary. (2010). Lesbian, gay, and bisexual men and women in the US military: Updated estimates. The Williams Institute. UCLA: The Williams Institute.

Survey to provide updated estimates of how many lesbians, gay men, and bisexuals (LGB) are serving in the US military. It also updates estimates of the cost of the US military's "Don't Ask/Don't Tell" (DADT) policy.

Gedro, J. (2010). Understanding, designing, and teaching LGBT issues. *Advances in Developing Human Resources*, 12(3), 352-366.

This article will provide a context as well as content for teaching LGBT issues within HRD. In order to frame both context and content, the article begins with a discussion of queer theory. It then surveys employment laws that protect LGBT people around the world. Because LGBT issues intersect HRM and HRD, and because of the scarcity of LGBT issues courses within the field of HRD, the article highlights a freestanding college course in HRM as an example for purposes of design as well as content.

Harrison-Quintana, J., & Herman, J. L. (2013). Still serving in silence: Transgender service members and veterans in the national transgender discrimination survey. *LGBT Policy Journal*, 3.

On 20 September 2011, the repeal of "Don't Ask, Don't Tell" (DADT) went into effect in the U.S. military. The repeal marked the end of discriminatory practices in the military based on sexual orientation, but it did not end the prohibition on transgender military service. The National Transgender Discrimination Survey (NTDS) found that transgender Americans serve in the military at a high rate; 20 percent of NTDS respondents had served in the armed forces as compared to 10 percent of the U.S. general population. This study draws upon both quantitative and qualitative data about transgender soldiers and veterans who responded to the NTDS to describe who these transgender soldiers and veterans are and what their experiences have been in regard to their military service. This study outlines respondents' reported issues in obtaining corrected identity documents, accessing military health care, and experiences of discrimination. This study finds that transgender veterans experience substantial barriers in these areas and also experience high rates of family rejection and homelessness.

Hill, R. J. (2009). Incorporating queers: Blowback, backlash, and other forms of resistance to workplace diversity initiatives that support sexual minorities. *Advances in Developing Human Resources*, 11(1), 37-53.

The problem and the solution. The Academy of Human Resource Development's *Standards on Ethics and Integrity* states that, "HRD professionals accord appropriate respect to the

fundamental rights, dignity, and worth of all people.” This article offers insights into the resistance encountered when organizations acknowledge the worth of sexual minorities. Lesbian, gay, bisexual, transgender, and self-identified Queer (LGBTQ) individuals occupy complex and contradictory worlds in organizations, including the workplace. Causes of backlash, also known as blowback, to diversity change in the context of LGBTQ rights and dignity are presented. It lays out evidence-based practices that may help human resource development professionals to avoid resistance that can result from their attempts to transform organizations into fully inclusive places.

Martinez, L. R., Hebl, M. R., & Law, C. L. (2012). How sexuality information impacts attitudes and behaviors toward gay service members. *Military Psychology, 24*, 461-472.

The repeal of the Don't Ask, Don't Tell policy raises several questions and this article examines two of these: (1) Do gay/lesbian service members elicit personal discomfort in coworkers? and (2) Do gay/lesbian service members receive equitable administrative actions? Active duty Air Force office personnel ($N = 181$) reported their attitudes toward open service and responded to hypothetical scenarios depicting gay/lesbian or heterosexual male/female subordinates. Gays/lesbians elicited more personal comfort than heterosexuals, and no differences existed between gays/lesbians and heterosexuals in administrative actions. Attitudes toward open service predicted personal comfort but not administrative action ratings.

Mendez E.T. (2014) 'Transgenderers in the U.S. Military: Policies, Problems, and Prospects', MA thesis. Naval Postgraduate School. Monterey, CA.

This study explores the policies, problems, and prospects related to transgenderers serving in the U.S. military. Simply defined, “transgender” refers to persons whose gender identity, behavior, or expression does not conform to their sex assigned at birth. Yet, as the present study shows, the terminology and associated issues are complicated and defy simple definitions. The U.S. military currently prohibits transgenderers from joining or serving openly, as seen in policies and medical standards identified by the study. A number of other nations do not prohibit transgenderers from serving in their military. The study focuses on the practices of two such nations, Australia and Canada. Also examined is the trend toward changing medical classifications of transgender, resulting from revised perspectives by the world's most authoritative sources. Notably, these sources have shifted away from classifying gender incongruence as a disorder or placing it in a mental health category. The study concludes that medical reasons for excluding transgenderers from the U.S. military are inconsistent with prevailing views. Several areas for further research are recommended.

Moradi, B. (2009). Sexual orientation disclosure, concealment, harassment, and military cohesion: perceptions of LGBT military veterans. *Military Psychology, 21*(4), 513-533.

From the perspective of 445 lesbian, gay, bisexual, and transgender (LGBT) U.S. military veterans, the present study examined hypothesized relations of sexual orientation disclosure, concealment, and harassment with unit social and task cohesion. Findings indicated that sexual

orientation disclosure was related positively, whereas sexual orientation concealment and harassment were related negatively to social cohesion. Also, through their links with social cohesion, each of these variables was related indirectly to task cohesion. When the set of predictors was examined together, sexual orientation disclosure had a positive direct relation with social cohesion and a positive indirect relation with task cohesion, whereas sexual orientation–based harassment had a negative direct relation with social cohesion and a negative indirect relation with task cohesion. These data provide useful groundwork for evaluating military policies and practices regarding sexual orientation.

Okros, A., & Scott, D. (2014). Gender identity in the Canadian forces: A review of possible impacts on operational effectiveness. *Armed Forces & Society*, 41(2), 243-256.

One of the most prominent debates over minority participation in the military has been whether or not inclusive policies would undermine operational effectiveness. While the adoption of inclusive policy has tended to indicate that minority participation does not compromise effectiveness, the question has not yet been tested in the context of transgender military service. In this paper, we conduct the first-ever assessment of whether policies that allow transgender troops to serve openly have undermined effectiveness, and we ask this question in the context of the Canadian Forces (CF), which lifted its transgender ban in 1992 and then adopted more explicitly inclusive policy in 2010 and 2012. Although transgender military service in Canada poses a particularly hard test for the proposition that minority inclusion does not undermine organizational performance, our finding is that despite ongoing prejudice and incomplete policy formulation and implementation, allowing transgender personnel to serve openly has not harmed the CF's effectiveness.

Palm Center. (2015). *Palm center research memo on open service by transgender members of Israel defense forces (Open policy enjoys broad support; Widely considered a success).*

Retrieved from: <http://www.palmcenter.org/publication/open-service-by-transgender-members-of-israel-defense-forces/>

The Israel Defense Forces has allowed gay and lesbian Israelis to serve since 1993. A Palm Center Study released in 2000 found that military performance was not impaired as a result of the open policy, which was a further liberalization of a 1983 policy that allowed openly gay service only in certain positions and subject to security restrictions. The IDF never had a written policy on service by transgender personnel, but until recently, individuals were frequently discharged—voluntarily or involuntarily—under the guise of mental health issues when it became known they identified as transgender. In recent years, as more military members were found to be openly transgender, and as transgender identity ceased to be regarded as a mental illness, officials have sought guidance from civilian gender and sexuality experts and groups on how best to accommodate and support transgender service members. Current policy makes all positions open to transgender personnel as long as health, aptitude and security considerations are met; transgender identity is no longer an automatic reason for ending or avoiding service.

Ramirez, M. H., Rogers, S. J., Johnson, H. L., Banks, J., Seay, W. P., Tinsley, B. L., Grant, A. W. (2013). If we ask what they might tell: Clinical assessment lessons from LGBT military personnel post-DADT. *Journal of Homosexuality*, 60, 401-418.

Following repeal of the Don't Ask Don't Tell Policy, nearly one million lesbian, gay, and bisexual veterans and service members may increasingly seek access to Veterans Affairs services (G. Gates, 2004.) Limited data exist regarding lesbian, gay, bisexual, transgender (LGBT) military personnel posing a unique challenge to clinicians and healthcare systems serving veterans with evidence-based and culturally relevant practice. In an effort to fill this information void, participatory program evaluation is used to inform recommendations for LGBT-affirmative health care systems change in a post-DADT world.

Shelton, K. & Delgado-Romero, E. (2011). Sexual orientation microaggressions: The experience of lesbian, gay, bisexual, and queer clients in psychotherapy. *Journal of Counseling Psychology*, 58(2), 210-221.

Psychological research has shown the detrimental effects that overt heterosexism have on lesbian, gay, bisexual, and queer (LGBQ) clients and on the psychotherapeutic relationship. However, the effects of subtle forms of discrimination, specifically sexual orientation microaggressions, have on LGBQ clients and the therapeutic relationship have not been addressed. This study used qualitative methodology to explore the phenomenon of sexual orientation microaggressions with 16 self-identified LGBQ psychotherapy clients. Results of this study support the existence of sexual orientation microaggressions within the therapeutic environment and provide a descriptive account of 7 sexual orientation microaggression themes, channels of microaggression communication, and the impact microaggressions have on therapy and clients.

Witten, T. M. (2007). Gender identity and the military: Transgender, transsexual, and intersex identified individuals in the U.S. armed forces (Michael D. Palm Center.

The military in fact discriminates on a variety of bases. For example, the military excludes-- "discriminates against"--single parents, felons, handicapped individuals, transsexuals, conscientious objectors, and persons with any of a number of medical conditions. The military also discriminates on the basis of height and weight, physical and mental ability, visual acuity, political beliefs and religious affiliation, language, youth and age. To repeat--all military personnel policies discriminate. They discriminate between individuals or groups that have strong potential for successful soldiering and those that do not. And these discriminatory judgments are made by Congress, by the Secretary of Defense, or by the service secretaries in fulfilling their duty to compose strong, combat-ready, and efficiently administered armed forces.