

USDA, Natural Resources Conservation Service Gay, Lesbian, Bisexual and Transgender Special Emphasis Program (LGBT- SEP) Caribbean Area – Quarter #2 - March, 2012

USDA is a federal leader in creating a safe work environment for LGBT Employees

In June 2009, Secretary Vilsack signed a Departmental Regulation establishing a Special Emphasis Program (SEP) for lesbian, gay, bisexual, and transgender (LGBT) employees.

Since then, USDA has implemented the LGBT SEP by introducing and building the program throughout all levels of the Department.

As a result of the Secretary's directive, each USDA Agency and Mission Area has or will have its own LGBT SEPM to serve alongside with managers from USDA's other special emphasis programs.

New training opportunities are being developed so that the new LGBT SEP managers have the tools and resources they need to best advise management about LGBT workplace issues and concerns. Education and awareness are a vital part of the program so that LGBT employees and their allies can work in a safe and inclusive environment.

Talking about LGBT issues is not always easy because people have different perceptions and feelings based on their respective experiences or beliefs. However, it is imperative that we have these critical conversations about LGBT issues because LGBT inclusion is now part of official USDA policy.



Discrimination or harassment of employees will not be tolerated for any reason, and any employee who experiences discrimination is urged to report it to their supervisor and/or a SEPM or member of their Civil Rights Commission.

A key goal of the Cultural Transformation is to ensure that all employees have an inclusive environment which respects the entirety of diversity within the Department's workforce.

Because of the early success of USDA's LGBT Special Emphasis Program, representatives from

the Office of Personnel Management (OPM) have met with USDA to gather lessons learned. Senior Trainer Bill Scaggs (see sidebar to the left) and the Departmental Management (DM) LGBT SEPM, Blake Velde, a Senior Environmental Scientist and member of the National Response Team, advised OPM in mid-January on the history of LGBT progress at USDA.

Future collaborations with OPM are planned, with the ultimate goal of having LGBT Special Emphasis Programs across the federal government.

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Actually, the Nat'l LGBT SEPM is Ms. Sharon Nance

Why the Census Matters to All LGBT Americans



An Interview with Dr. Gary Gates from Williams Institute, and Che Ruddell-Tabisola, National LGBT Partnerships, U.S. Census Bureau, Washington, D.C. Part of an article taken from: Blog "Our Families Count"

Looking for information related LGBT's issues, we found this article, which shows few reasons for taking in consideration Why the US Census Matters.... To all LGBT's and to ALL of us !!!

" Using census data and other sources of information, we know that children in gay and lesbian couple households have poverty rates twice those of children in heterosexual married couple households"

" In the past few years, many leaders in the community and academia saw the tremendous potential for the 2010 Census. We saw its overriding value to LGBT visibility and inclusion. Remember that the population data captured by the Census provides America's policy makers and business leaders with detailed, objective data about all Americans, including our community. More important, federal laws and federal spending decisions are frequently based on these counts. All Americans benefit by being counted, including us. " says Che Ruddell-Tabisola, U.S. Census Bureau, Washington, D.C.

Do you know ...

The information revealed by the US Census -2010 regarding to Same – Sex Couples in Puerto Rico?

CENSUS SNAPSHOT: 2010

The Williams Institute Census 2010 Snapshots replace similar reports released in the summer of 2011 that relied on tabulations of same-sex couples that the Census Bureau has since revised. These analyses use **preferred estimates** of same-sex couples released by the Census Bureau that are considered to be more accurate than the tabulations released in the summer of 2011 (found in the Census 2010 SF-1 data, Table PCT15). Each Snapshot provides separate information about same-sex couples who identified as spouses and unmarried partners. Analyses focus on geographic distribution, sex of partners, and child-rearing.



How is Puerto Rico Changing ?

US Census - 2000



Same-sex couple households per 1,000 households

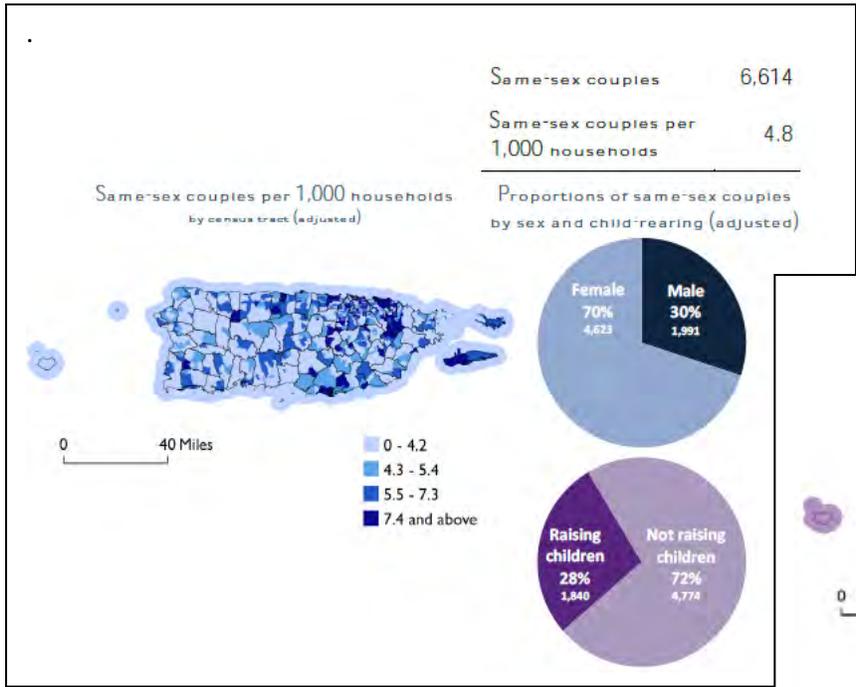
- None present: 0
- Low: 0.01 – 2.99
- Med: 3 – 4.99
- High: 5+

★★ Information obtained from The Williams Institute website <http://williamsinstitute.law.ucla.edu>

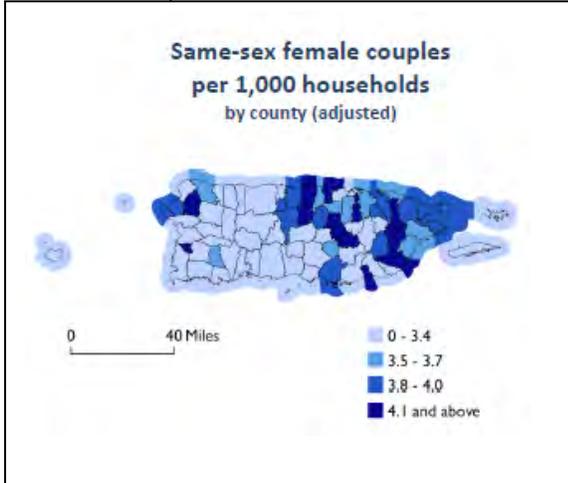
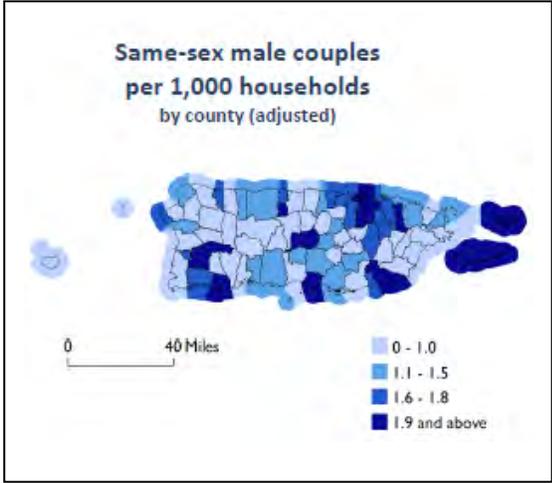
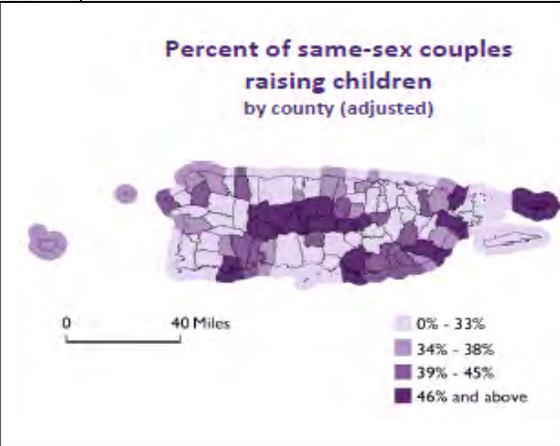
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~ US Census 2010 ~



Data for USVI is not available at the moment.



Based on the above graphics we can note that in Year 2000 bigger concentration of Same-Sex Couples were located in the Metropolitan Area, the East part of the Island, as well as in Arecibo and Mayaguez regions; and the highest concentration range was 5+ Couples per 1000 of households. However, in Year 2010, the amounts of Same-Sex Couples increased to 6,500 couples, and are represented as a figure of 7+ Couples/1000 household. They are not concentrated in a specific region of the island; they are spread, from north to south and from east to west. Another interesting factor revealed by the 2010 Census is that Same-Sex Female Couples(70%) doubled+ the Same-Sex Male Couples(30%). Experts say that not all LGBT's person reports their real situation / status in the Census, final numbers and figures for USA and PR could be higher.

As LGBT SEPM, our intention to share this kind of information is creating conscientious of how diverse our population is regarding LGBTs, Blacks, Women, Veterans, Hispanics and any other minority groups; and emphasize that NRCS must provide an inclusive and safe environment for employees as well as customers !!

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