



**HEALTH & SAFETY COMMITTEE**

Monday, October 12, 2020 | 9 – 10 a.m.

**Online only**

[Contact staff for meeting link information](#)

**MONDAY, OCTOBER 12, 2020 AGENDA**

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- a) VOTE: Review, discuss and vote to approve [draft minutes from June meeting](#)
- b) VOTE: Review, discuss and consider recommending to full Commission draft Trans Women and Trans Youth policy statements – on next page
- c) Discussion and planning: Review of work and plan for nutrition in schools project
- d) Report: Lisa Carlson on chronic illness in women
- e) COVID-19 related topics and planning for future meetings
- f) Other business

## Transgender Women

**The Vermont Commission on Women recognizes transgender women as women in all respects, and is dedicated to the inclusion of transgender women's rights as a fundamental component of full equality for all women. The VCW supports legislation, policies, programs, and initiatives that work to eliminate violence, discrimination, harassment, bullying and stigma of transgender individuals in all settings, including: employment, credit, family law, health care, education, housing and public accommodations, criminal justice, and in other government services, and that promote the equitable treatment of all transgender individuals. The VCW supports equitable and accessible legal remedies for transgender victims of crimes, discrimination, and harassment.**

Transgender individuals continue to face harassment, discrimination, violence, and rejection within our society. According to the National Center for Transgender Equality's *2015 U.S. Transgender Survey: Vermont State Report*, transgender people in Vermont self-reported experiencing both unemployment and living in poverty at higher rates, as compared to the general population. Seventeen percent of transgender individuals living in Vermont in 2015 reported experiencing adverse employment decisions in the year prior because of their gender identity or expression, and nineteen percent reported being verbally harassed or mistreated in the workplace in the previous year. Eighteen percent had experienced some form of housing discrimination in the year prior, such as being evicted, or being denied a home or apartment because of being transgender. Seven percent self-reported homelessness in the past year because of being transgender.

Of transgender Vermonters who visited a place of public accommodation where staff or employees thought or knew they were transgender, twenty four percent reported experiencing mistreatment in the year prior, including: twelve percent who were denied equal treatment or service; fifteen percent 15% who were verbally harassed; and one percent who were physically attacked because of being transgender.

Furthermore, twenty seven percent experienced health insurance issues related to being transgender in the past year, such as being denied coverage for care related to gender transition or being denied coverage for routine care because they were transgender. Twenty-nine percent who saw a health care provider in the past year reported having at least one negative experience related to being transgender. This included being refused treatment, verbally harassed, or physically or sexually assaulted, or having to teach the provider about transgender people in order to get appropriate care.<sup>1</sup>

### Transgender Youth

**The VCW supports legislation, policies, programs, and initiatives that support Vermont's transgender youth and that work to eliminate violence, discrimination, harassment, bullying and stigma of transgender youth in educational settings.**

According to the 2017 Vermont Youth Risk Behavior Survey, Vermont high school students identifying as transgender were four times as likely to harm themselves and to consider or attempt suicide than their cisgender and heterosexual peers. Those students felt less safe at schools and in communities and less valued compared to their non-LGBT peers of any race. LGBT youth were more likely to be threatened with a weapon, and more likely to have been in a physical fight than their heterosexual, cisgender peers. LGBT students were more than twice as likely to be bullied; three times as likely to experience sexual or physical violence in intimate relationships; and, three times as likely to have been raped.<sup>2</sup>

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<sup>1</sup> *2015 U.S. Transgender Survey: Vermont State Report*. (2017). Washington, DC: National Center for Transgender Equality.

<sup>2</sup> 2017 Vermont Youth Risk Behavior Survey.