

Title: Support of LGBTQIA Anti-Discrimination Legislation

Introduced by: Peter Muller, MD, for the Oakland County Delegation

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Referred to: Reference Committee B

House Action: Approved as Amended

Whereas, "the mission of the Michigan State Medical Society is to promote a health care environment that supports physicians in caring for and enhancing the health of Michigan citizens through science, quality, and ethics in the practice of medicine,"¹ and

Whereas, the mission of the American Medical Association is "to promote the art and science of medicine and the betterment of public health,"² and

Whereas, stable employment, secure housing, and access to essential goods and services are known social determinants of health, and

Whereas, unobstructed access to medical care is a direct determinant of health, and

Whereas, LGBT means, Lesbian, Gay, Bisexual, and Transsexual³, and

Whereas, when surveyed, 9% of LGB and 52% of transgender persons expressed concerned about being refused medical care⁴, and

Whereas, 29% of LGB and 73% of transgender persons expressed concern about being treated differently by medical personnel⁵, and

Whereas, LGB persons are more likely to experience psychological distress because of their stigmatized status in the work place⁶, and

Whereas, LGBT-supportive policies have been correlated with improved health outcomes, and

Whereas, "more than 1 in 4 LGBT adults (29%), approximately 2.4 million people, experienced a time in the last year when they did not have enough money to feed themselves or their family" and more than 4 in 10 LGBT adults aged 18-44 who were raising children (43%), approximately 650,000 people, participated in the Supplemental Nutrition Assistance Program (SNAP)⁷, and

48 **Whereas, LGBTQIA populations experienced mental and physical health**
49 **problems disproportionate to their heterosexual/cis-gender peers, including**
50 **increased rates of allergies, asthma, cancer, cardiovascular disease, major**
51 **depression, migraine headaches, and osteoarthritis⁸, and**

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53 **Whereas, the Elliott-Larsen Civil Rights Act defines civil rights for the**
54 **state of Michigan and prohibits “discriminatory practices, policies, and**
55 **customs in the exercise of those rights based upon religion, race, color,**
56 **national origin, age, sex, height, weight, familial status, or marital status.”⁹**

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58 **Whereas, the Elliott-Larsen Civil Rights Act does not extend protection to**
59 **include gender identity nor sexual orientation as protected classes, and**
60 **because this omission creates the potential for unequal treatment, leading to**
61 **adverse health events and/or outcomes among LGBT persons.**

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63 **Whereas, such adverse health events and outcomes are contrary to**
64 **mission statements of the Michigan State Medical Society and the American**
65 **Medical Association; therefore be it**

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67 **RESOLVED: That MSMS oppose discrimination based on gender identity**
68 **and sexual orientation; and be it further**

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70 **RESOLVED: That MSMS work with applicable parties for the inclusion of**
71 **sexual orientation and gender identity among the protected classes in non-**
72 **discrimination laws in Michigan.**

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75 **WAYS AND MEANS COMMITTEE FISCAL NOTE: NONE**

¹ About MSMS. Michigan State Medical Society website. <http://msms.org/AboutMSMS.aspx>. Accessed February 16, 2014.

² AMA Mission & Guiding Principles. American Medical Association website. <http://www.ama-assn.org/ama/pub/about-ama/our-mission.page>. Accessed February 16, 2014.

³ GSA Connections. LGBTQIA Definitions website. <http://gsaconnections.edublogs.org/lgbtqia-definitions/>. Accessed February 20, 2014.

⁴ Lambda Legal. When Healthcare Isn't Caring: Lambda Legal's Survey on Discrimination Against LGBT People and People Living with HIV. <http://www.lambdalegal.org/publications/when-health-care-isnt-caring>. Published February 1, 2010. Accessed February 17, 2014.

⁵ Waldo C. Working in a majority context: a structural model of heterosexism as minority stress in the workplace. *J Couns Psychol.* 1999;46(2):218-232.

⁶ Badgett MV, Durso LE, Kastanis A, Mallory C. The Business Impact of LGBT-Supportive Workplace Policies. Williams Institute, UCLA School of Law. <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Business-Impact-of-LGBT-Policies-May-2013.pdf>. Published May 2013. Accessed February 20, 2014

⁷ Williams Institute, UCLA School of Law. Food Insecurity and SNAP (Food Stamps) Participation in LGBT Community. <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Food-Insecurity-in-LGBT-Communities.pdf>. Published February 2014. Accessed February 20, 2014

⁸ Lick DJ, Durso LE, and Johnson KL. Minority stress and physical health among sexual minorities. *Perspect Psychol Sci.* 2013;8(5) 521-548

⁹ Mich Comp Laws § 37.2101 - 37.2804, (MI 1976).