

..... *California*

WOMEN VETERANS OUTREACH TOOLKIT



CAL  **VET**
WOMEN VETERANS

Dear Veteran Advocate,

I am often asked how organizations, government agencies and individuals can improve the lives of women Veterans. The California Department of Veterans Affairs (CalVet) created the Women Veterans Outreach Toolkit to answer the most frequently asked questions about women Veterans.

This Toolkit assists Veterans and advocates to better understand who we are, what needs we have and the challenges we face. We are far more than just the sum of our military service or our gender. We are women of content and character, of integrity and resourcefulness. We are recognized leaders, steadfast volunteers, conscientious students, honest consumers, and committed workers.

You may ask why it is important to view women Veterans as a distinct group. After all, aren't we all just Veterans? Yes and no. Women who served in the U.S. Armed Forces have unique needs. We are more likely to be the primary caregivers for our spouses, children, and parents. We have gender-specific healthcare needs. On average, we are younger than our male Veteran counterparts and more ethnically diverse. We are also the fastest growing cohort in the active duty, Guard, Reserve, and Veteran populations.

The purpose of this Toolkit is to educate the public, government agencies, advocates, and Veterans about the needs of women Veterans so programs assisting them are more effective. This Toolkit provides statistics, organizational best practices, a to-do list, and additional resources. I hope you use this Toolkit as the foundation for recognizing and improving the delivery of services to our women Veterans in California.

Thank you for sharing,

A handwritten signature in black ink, appearing to read 'Lindsey Sin', with a long horizontal flourish extending to the right.

Lindsey Sin
Veteran, U.S. Navy
Deputy Secretary, Women Veterans Affairs
CalVet



“The willingness with which our young people are likely to serve in any war, no matter how justified, shall be directly proportional to how they perceive veterans of earlier wars were treated and appreciated by our nation.”

-George Washington

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Our deepest gratitude goes to the women Veterans who have served our country throughout the generations.

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and Girls



“What we do for ourselves dies with us. What we do for others and the world remains and is immortal.”

-Albert Pine

FACT SHEET

“Let the generations know that women in uniform also guaranteed their freedom. That our resolve was just as great as the brave men who stood among us....That the tears fell just as hard for those we left behind us.”

**These words are carved into the ceiling of the Women In Military Service for America Memorial in Washington D.C.*

F

WOMEN IN SERVICE

Women have served in the U.S. Armed Forces in some capacity since the American Revolution. Women earned the Silver and Bronze Star Medals, were wounded or killed in combat, and taken as Prisoners of War.

- » In 1948, Congress made women a permanent part of the military services.¹
- » In 1988, the Department of Defense adopted a “risk rule” that excluded women from noncombat units or missions if the risks of exposure to direct combat, hostile fire, or capture were equal to or greater than the risks in the combat units they supported.²
- » Women are authorized to serve in 99% of Air Force, 66% of Army, 68% of Marine Corps, 88% of Navy, and 100% of Coast Guard occupations.³
- » In 2013, Secretary of Defense Leon Panetta lifted the ban on women in combat, allowing them to officially serve on the front lines for the first time in U.S. Armed Forces history.⁴
- » In 2013, the first four women in history graduated from the 59-day infantry evaluation course at the Marine Corps School of Infantry in Camp Geiger, but are still not currently allowed to join infantry units. Instead, they are sent to non-combat jobs as part of continued research.⁵
- » In 2014, the first woman graduated from Jungle Operations Training Course as a U.S. Army Infantryman.⁶
- » There is a higher rate of minority women serving in the military than minority men.⁷
- » In the U.S. Armed Forces, a slightly greater proportion of women than men are commissioned officers (17% vs. 15% respectively).⁸

Info disclosed about California women Veterans comes from the California Research Bureau's 2013 Women Veterans Survey and is based on a sample that was unrepresentative of the California women Veterans population. Please see full report at www.library.ca.gov/crb.

RAPID POPULATION GROWTH

The women Veteran population is increasing rapidly throughout the nation, especially in California. Since 2007, the population of women Veterans increased by 1.1%, making California the second largest population of women Veterans in the nation, behind Texas.

In California, women comprise approximately:

- » 184,257 or 11% of all Veterans.⁹
- » 4,369 or 21% of all current National Guard.¹⁰

Nationwide, women comprise approximately:

- » 10% of all Veterans.¹¹
- » 15% of all active duty military.¹²
- » 18% of all National Guard and Reserve.¹³
- » 6% of Department of Veterans Affairs (VA) health care users.¹⁴

By 2034 in California, women may comprise up to 15% of the Veteran population.¹⁵

- » While the women Veteran population rises, the men Veteran population decreases by 4.6%.¹⁶

DISABILITY BENEFITS

Women Veterans experience additional barriers to receiving and utilizing VA disability Veteran benefits because of a lack in appropriate research, knowledge, and accountability.

In California:

- » Many women do not self-identify as Veterans and thus have a lower rate of federal/state benefit utilization and participation in Veteran events/organizations.¹⁷
- » In 2012-2013, women Veterans comprised only 5% of the total customer population served by County Veteran Service Offices (CVSO).¹⁸

Nationwide:

- » 2 out of 3 disability compensation claims involving Post-traumatic Stress Disorder (PTSD) related to Military Sexual Trauma (MST)¹⁹ were denied by the VA.²⁰
- » 32% of the PTSD claims related to MST were approved compared to 54% of PTSD (combat, MST, and all others).²¹
- » Women Veterans are generally given lower VA disability ratings compared to men.²²



TRAUMA

There are higher rates of physical/mental health problems (MST, alcohol/drug abuse and relationship difficulties) among women Veterans that may be associated with higher unemployment and homelessness when compared to male Veterans.

In California:

- » 73% of women experienced sexual harassment in the military.²³
- » 40% of women experienced sexual assault in the military.²⁴
- » 45% of enlisted women reported sexual assault, 23% of women officers reported sexual assault.²⁵
- » 67% of women did not report their sexual assault and 73% did not seek medical treatment.²⁶

Nationwide:

- » Reports show that MST is more traumatic and debilitating than sexual assault and rape in the civilian context.²⁷
- » MST is more likely to lead to PTSD than any other military or civilian traumatic event, including combat exposure.²⁸
- » Approximately 38% of homeless women Veterans suffer from MST.²⁹
- » Among Operation Enduring Freedom/Operation Iraqi Freedom/Operation New Dawn (OEF/OIF/OND) women Veterans who had PTSD symptoms, 47% suffered from high-risk drinking.³⁰
- » Women Veterans were more likely to be divorced than non-Veteran women, and about 23% of all women Veterans are currently divorced compared with 13% of non-Veteran women.³¹



Image courtesy of safehelpline.org.

FIGURE 1

The prevalence of sexual harassment and assault varies across groups.



Source: Buttice, Matthew. (2014). California's Women Veterans Responses to the 2013 Survey. California Research Bureau. CRB 14-002

FIGURE 2

Many respondents who reported incidents experienced negative consequences.



Source: Buttice, Matthew. (2014). California's Women Veterans Responses to the 2013 Survey. California Research Bureau. CRB 14-002



HEALTHCARE

As more women use the U.S. Department of Veterans Affairs Health Administration (VHA), services need to expand and reflect their unique needs in order to provide them with appropriate and proper care.

In California:

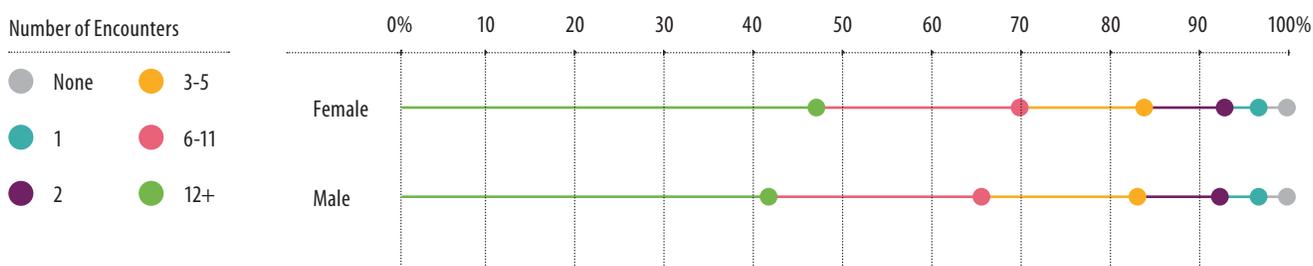
- » 61% of women Veterans reported having private healthcare coverage either through an employer or they purchased it directly.³²
- » 30% of women Veterans use Medicare, Medicaid, or a government assistance plan.³³
- » 19% of women Veterans report using TRICARE or other military healthcare.³⁴
- » 18% of women Veterans use VHA.³⁵
- » 8% of women Veterans report having no health coverage.³⁶
- » 70% of women Veterans rated their experience with VHA as “good” or “excellent”.³⁷

Nationwide:

- » 12% of women and 15% of men reported a VA service-connected disability.³⁸
- » There is a higher percentage of women Veterans that exclusively use VHA.³⁹
- » Approximately 12.2% of OEF/OIF/OND women Veterans currently use VA.⁴⁰
- » Women are more likely than men to use non-VA care and to have a service-connected disability.⁴¹
- » On the average, women Veterans are younger than male Veterans. 42% of women and 12% of men are less than 45 years old.⁴²
- » Women are more likely to report depression and general anxiety symptoms and are twice as likely to be diagnosed with personality disorders.⁴³
- » Effects of deployment among OEF/OIF/OND women Veterans included higher rates of moderate to severe pain, higher distress after the first deployment and, when added with combat experiences, higher rates of eating disorders and extreme weight loss.⁴⁴

FIGURE 3

Proportion of women and men Veteran patients by VHA outpatient encounters, FY10.



United States Department of Veterans Affairs. (2012). Sourcebook: Women Veterans in the Veterans Health Administration Volume 2: Sociodemographics and Use of VHA and Non-VA Care (Fee). Washington, DC.

EDUCATION

Women Veterans are more likely to pursue an education and obtain a degree utilizing their VA educational benefits.

In California:

- » 26% of women Veterans have a high school degree.⁴⁵
- » 18% of women Veterans have an Associate's degree.⁴⁶
- » 30% of women Veterans have a Bachelor's degree.⁴⁷
- » 26% of women Veterans have a Post-Bachelor's degree.⁴⁸

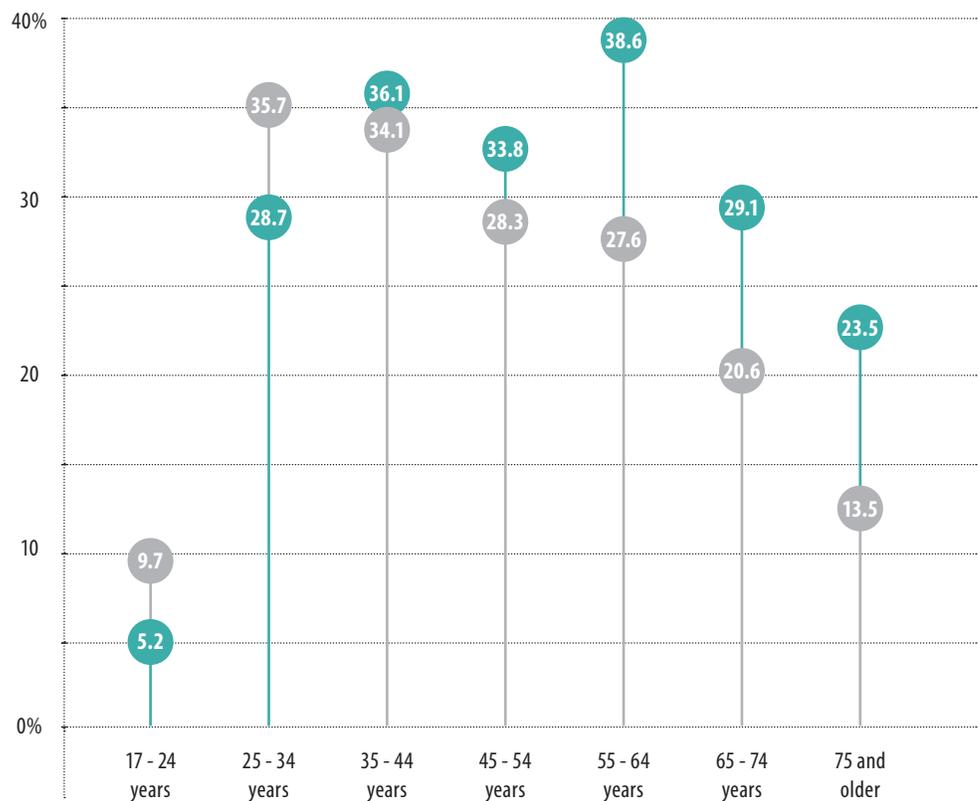
Nationwide:

- » 50% of OEF/OIF/OND women Veterans use VA educational benefits, compared to 37% of their male counterparts.⁴⁹
- » Approximately 78% of women Veterans completed some college, a Bachelor's degree, or an advanced degree, compared with approximately 61% of male Veterans.⁵⁰
- » 88% of women Veterans were enrolled in college, compared to 64% of male Veterans.⁵¹
- » Among Veterans, women ages 18-24 had a higher Post-Secondary school-enrollment rate (40%) than did men in that age group (27%). Similarly, for Veterans ages 25-54, women had a higher Post-Secondary school-enrollment rate (14%) than did men (8%).⁵²

FIGURE 4

Percentage of women with a Bachelor's Degree or higher by age and Veteran status.

- Veteran
- Non-Veteran



About 5 percent of 17- to 24-years-old and 29 percent of 25- to 34-years-old female Veterans had completed a Bachelor's degree or higher, compared with 10 percent and 36 percent, respectively, of non-Veteran women of the same ages. A higher percentage of female Veterans ages 35 and older had completed a Bachelor's or advanced degree compared with similar non-Veteran women.

EMPLOYMENT

Although women Veterans work in management and professional occupations at a higher rate than non-Veteran women, they still do not earn as much as male Veterans and continue to struggle to find jobs that pay what their military careers did.⁵³

In California:

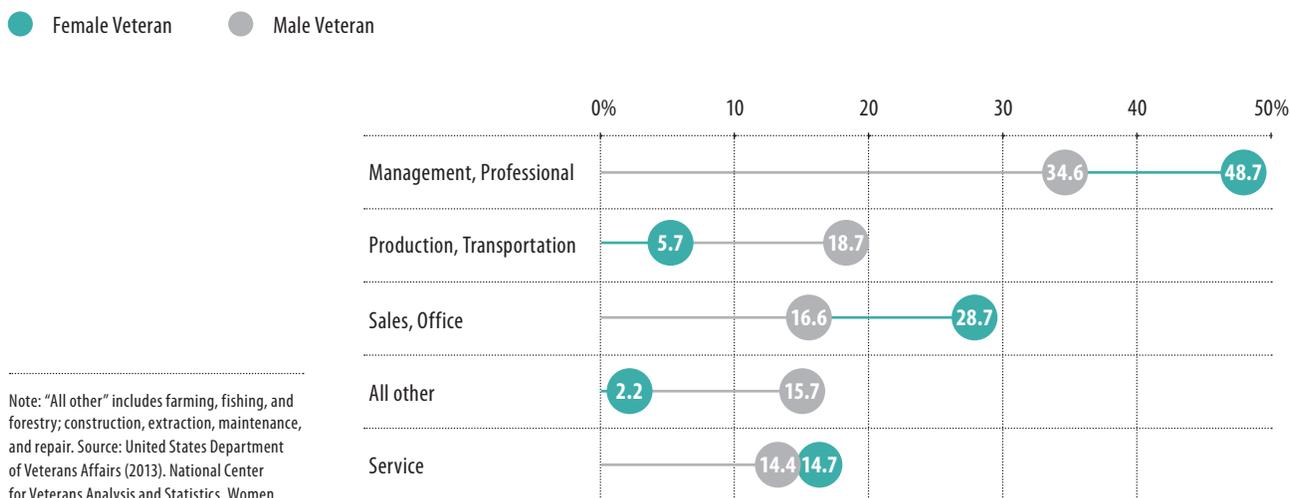
- » 16% of women Veterans reported being unemployed and 28% reported they were unemployed, but not looking for work.⁵⁴
- » Among military officers, approximately 7% of women Veterans were unemployed and 39% were not in the labor force.⁵⁵
- » Women who served 10 years or more had a full-time employment rate of approximately 42%. Women who served less than 2 years had a full-time employment rate of approximately 23%.⁵⁶
- » Women Veterans make an average annual income of \$34,697 vs. male Veterans who make an average of \$43,268.⁵⁷

Nationwide:

- » Women Veterans on average earn almost \$10,000 less a year than male Veterans.⁵⁸
- » 48% of women Veterans work in Management, professional, and related occupations, compared to 42% of non-Veteran women and 37% of Veteran men.⁵⁹
- » 12% of women Veterans with a VA service-connected disability are unemployed compared to 5% of Veteran men with a VA service-connected disability.⁶⁰
- » In 2013, women Veterans age 25 and over with at least a Bachelor’s degree had a higher unemployment rate than women non-Veterans with at least a Bachelor’s degree (6% vs. 4%).⁶¹

FIGURE 5

Percentage of employed Veterans by occupation.



Note: "All other" includes farming, fishing, and forestry; construction, extraction, maintenance, and repair. Source: United States Department of Veterans Affairs (2013). National Center for Veterans Analysis and Statistics. Women Veteran Profile.

HOUSING/HOMELESSNESS

According to a 2011 report by the U.S. Government Accountability Office (GAO), the Department of Housing and Urban Development (HUD) and VA do not collect detailed enough data on homeless women Veterans in the general population and lack the knowledge needed to “plan service effectively, allocate grants to providers, and track progress toward its overall goal of ending Veteran homelessness by 2015”.⁶²

In California:

- » 3% of women Veterans reported current homelessness, 20% reported experiencing homelessness at some point in their most recent separation, and 60% reported experiencing some form of housing instability.⁶³
- » 22% of women Veterans with a children under 13 years old reported experiencing homelessness since their separation.⁶⁴
- » Women aged 17-29 were more likely to be homeless or experience housing instability.⁶⁵
- » In 2013, VA awarded over 35 Supportive Services for Veteran Families Program (SSVF) grants throughout California, including housing for dependents.⁶⁶
- » In 2013, the five major cities that have the Continuum of Care programs with the highest rates of unsheltered male/female Veterans were all located in California.⁶⁷
- » At 81%, San Jose had the largest percentage of male/female unsheltered Veterans. Los Angeles followed, with 77% of male/female Veterans living in unsheltered locations.⁶⁸

Nationwide:

- » 13% of women Veterans utilize HUD-Veterans Affairs Supportive Housing (VASH); 43% of these women have children.⁶⁹
- » VA identified 33% of homeless women Veterans who had a minor child living with them, compared to 8% of male Veterans.⁷⁰
- » Women Veterans are two to four times more likely to become homeless, compared to non-Veteran women.⁷¹
- » The percentage of women among sheltered Veterans increased 2.3 percentage points since 2009.⁷²

If you are a woman Veteran, please complete and submit the Women Veterans Roster at <http://goo.gl/5LmSVw>, in order to keep informed of legislation, activities/events, and programs that affect women Veterans.



FIGURE 6

Continuum of Care with the lowest/highest rates of homeless Veterans who were unsheltered.

CONTINUUM OF CARE - MAJOR CITIES			CONTINUUM OF CARE - SMALLER CITIES and COUNTIES		
Continuum of Care	Total Homeless Veterans	% Unsheltered	Continuum of Care	Total Homeless Veterans	% Unsheltered
Lowest Rates			Lowest Rates		
Raleigh / Wake Co., NC	203	0.5	Chester Co., PA	259	0
Detroit, MI	518	2.1	Pittsfield / Berkshire Co., MA	244	0
Omaha / Council Bluffs, NE	91	2.2	Somerset Co., NJ	99	0
Louisville / Jefferson Co., KY	171	2.3	Waukegan / N. Chicago / Lake Co., IL	82	0
Boston, MA	458	2.6	Brockton / Plymouth City & Co., MA	74	0
CONTINUUM OF CARE - MAJOR CITIES			CONTINUUM OF CARE - SMALLER CITIES and COUNTIES		
Continuum of Care	Total Homeless Veterans	% Unsheltered	Continuum of Care	Total Homeless Veterans	% Unsheltered
Highest Rates			Highest Rates		
San Jose / Santa Clara City & Co., CA	718	80.6	Fort Pierce / St. Lucie, Indian River, Martin Co., FL	94	100.0
Los Angeles City & Co., CA	6,291	77.0	San Buenaventura / Ventura Co., CA	91	93.4
Fresno / Madera Co., CA	338	76.0	San Luis Obispo Co., CA	260	90.8
Oakland / Alameda Co., CA	492	71.7	Pasco Co., CA	368	90.5
San Francisco, CA	716	58.9	Morristown / Blount, Sevier, Campbell, Cocke Co., TN	37	89.2

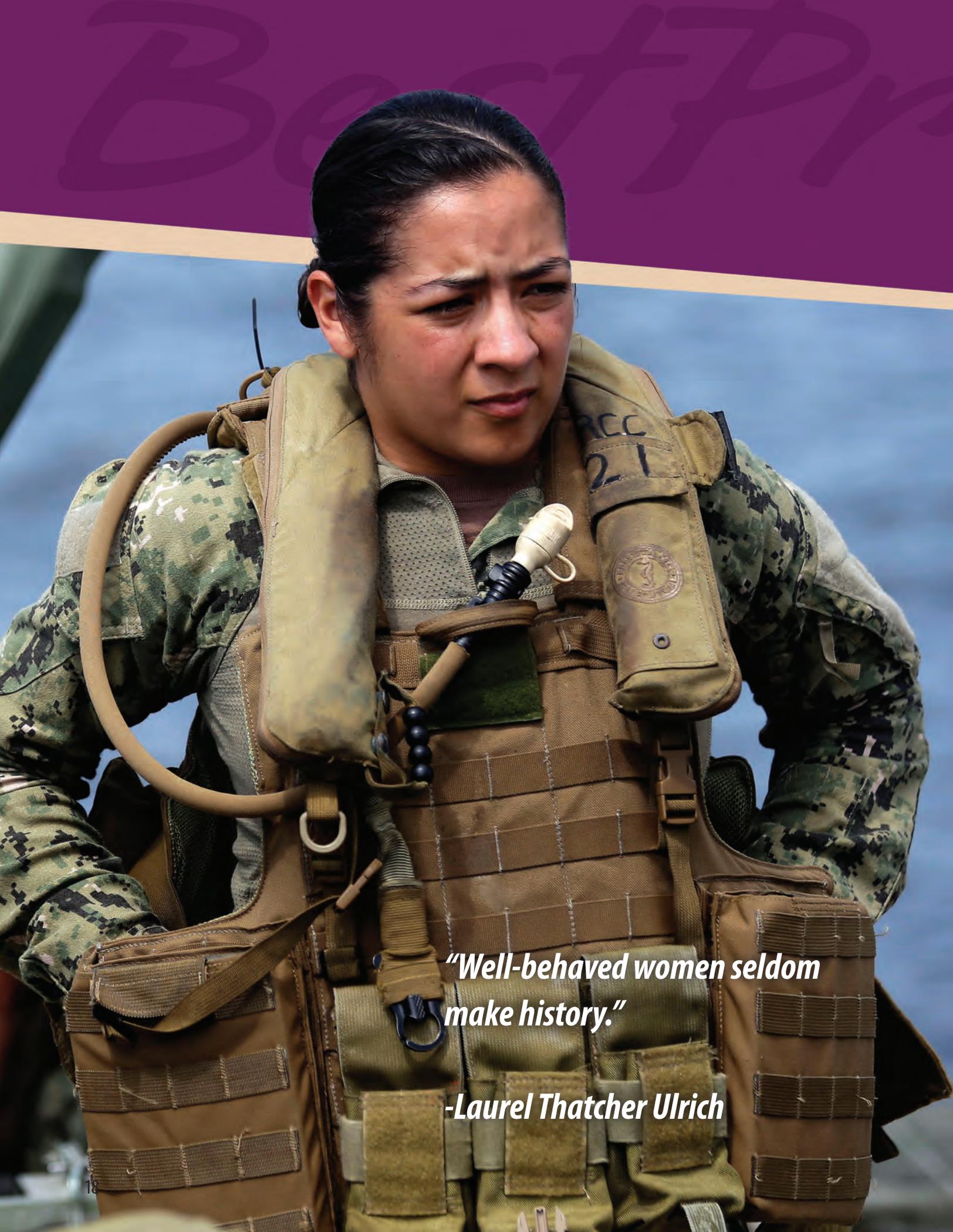
SOURCE: U.S. Department of Housing and Urban Development Office of Community Planning and Development. (2013). The 2013 Annual Homeless Assessment Report (AHAR) to Congress. Retrieved from <https://www.onecpd.info/resources/documents/AHAR-2013-Part1.pdf>





"I have never considered myself anything but a Soldier. I recognize that with this selection, some will view me as a trailblazer, but it's important that we remember the generations of women, whose dedication, commitment and quality of service helped open the doors of opportunity for us today."

*-General Ann E. Dunwoody
First female 4-star officer in the
U.S. military*



*"Well-behaved women seldom
make history."*

-Laurel Thatcher Ulrich

BEST PRACTICES

Throughout California, organizations developed events and programs addressing prevalent issues and barriers women Veterans experience during their transition from the military to civilian life. This section contains successful best practices and is modeled into three actions: Seek, Enlist, and Engage (SEE).

B

SEEK

Women who served or currently serve in the U.S. Armed Forces.

- » Ask the question: "Have you ever served in the military?" instead of "Are you a Veteran?"
- » Find your nearest VA Medical Center and contact the Women Veteran Program Manager to connect with women Veterans. Visit <http://goo.gl/NyrPNx> to enter your city and zip code.
- » Identify key individuals and groups that can help with your efforts.
- » Identify a need based on the data and statistics about challenges women Veterans face.
- » Learn about the barriers that keep women Veterans from successful reintegration.

ENLIST

Women who served and women who currently serve in the U.S. Armed Forces.

Women's and Veteran organizations.

Schools, agencies, service providers, collaboratives, legislators, and local government officials.

- » Build relationships with existing community/agency groups and individuals by supporting their mission with your attendance, donations, or expertise.
- » Develop partnerships to offer services and benefits or volunteers.
- » Consider and minimize/eliminate possible barriers that might prevent women Veterans and other organizations from participating in events, partnerships, and organizations.

ENGAGE

To discuss.
To debate.
To decide.

- » Communicate widely through your social media, listservs, and networking circles to raise awareness.
- » Provide a forum or panel for discussion and feedback with your community and Veterans.
- » Offer women specific services and resources.
- » Offer actionable items to the community and to women Veterans that will get them interested and excited about participating and expanding services and benefits.
- » Track the number of women Veterans you interact with and serve to ensure continuity and their participation in future events.

COLLEGES

“Honoring Women Veterans”

Hosted by: Las Positas College Veterans First and sponsored by Blue Star Moms of Danville, Daughters of the American Revolution, Josefa Higuera Livermore Chapter, and PG&E.

Event: Panel of women Veterans that addressed their service, motivation, and challenges. Key presenters were integrated into the program to give a cohesive outlook and summary of women Veterans and the services, resources, and tools available to them. To attract widest participation from students, Veterans, and advocates, a free luncheon was provided.

Tips for Success:

- » Professors encourage their students to attend for course credit.
- » Review Veteran demographics on campus and seek to close any gaps in student representation by gender.
- » Be sensitive to the unique needs of women Veterans by honoring their service, offering support, and providing ongoing outreach of available programs and benefits.
- » Identify and utilize student women Veterans as work-study, club leaders, and event organizers.

HEALTHCARE PROVIDERS

Kaiser Permanente Veterans Association

Program: Seminars that provide comprehensive training for Kaiser physicians that address the types of visible/invisible injuries sustained by Veterans and the tools and resources available to provide appropriately effective care and treatment.

Tips for Success:

- » Offer live presentations from topic experts.
- » Record presentation for wide dissemination.
- » Offer educational credits to staff.

Volunteer Opportunities: Encourages physicians to volunteer at free clinics to treat homeless Veterans or Veterans with no medical insurance.

Health Fairs: In partnership with Veteran organizations, hosts regular health fairs that include employment, mental health, health services, and educational assistance.

Community Employment Opportunities: Collaborates with Kaiser Colorado Group’s “Boots to Suits” program to become one of its premier mentors. Once a Veteran chooses their profession, Kaiser provides a mentor to provide the Veteran direction, career advice, and business apparel for job interviews.

Military Cultural Awareness: Develops and implements a training program for supervisors and managers to educate them about ways to assist Veteran employees through their transition from the military. Provides information about how to refer to the Employee Assistance Program where they can access support, counseling, or medical treatment.

WOMEN'S ORGANIZATIONS

YWCA Glendale

Established a partnership with Glendale Mayor and Glendale's Chair of the Commission on the Status of Women to form a Veteran's coalition to address:

- » Advocacy/awareness for women Veterans.
- » Enhancement and development of current programs and services specific to the needs of women Veterans.
- » Community impact initiatives for the Veteran population in Glendale.

Began a collaborative with the Veteran representatives at Glendale College and Pasadena City College to recruit women Veterans and continue to develop support services to the student based women Veteran populations.

Created a pioneer YWCA student club that provides support to the Veteran's club.

"Leading with Resiliency and Grace"

Hosted by: YWCA Glendale in partnership with Sunergos and CalVet.

Event: Presented a transformative, free three-day leadership workshop, to women Veterans.

- » Formed small, intimate groups to foster a feeling of safety and to create a more effective teaching and learning environment.
- » Created and fostered bonds with other women Veterans and advocates to form long-lasting support to succeed in civilian life by utilizing social media and maintaining contact information.
- » Provided free breakfast and lunch. Provided free tickets to a local live community theater for a group activity.
- » Organized a graduation ceremony to recognize women Veterans.

"Military Women's Empowerment and Wellness Conference"

Hosted by: YWCA Glendale in partnership with Prudential, Sephora, and California State Senator Carol Liu.

Event: Hosted a one-day conference that presented workshops to expand knowledge of self-care practices, employment opportunities, educational benefits, health and mental health information, and financial literacy.

Tips for Success:

- » Offer free childcare.
- » Provide lunch for participants.
- » Ensure workshops are relevant and dynamic.
- » Partner with organizations that can help with funding, outreach, and expertise.

VETERAN/MILITARY COMMUNITY COLLABORATIVES**“A Call to Action: Moving Forward Against Military Sexual Trauma”**

Hosted by: Moffett Field Veteran’ Collaborative, Tri-County Veterans’ Collaborative and the Santa Clara County of Women’s Policy. Sponsored by the Office of Santa Clara County Supervisor Dave Cortese, the American Legion, the San Jose Vet Center, CalVet, and the Santa Clara County Commission on the Status of Women.

Event: Created a Call to Action presentation and advocacy event to mobilize a “grass roots” response to current legislation to stop military sexual assault and empower organizations and individuals with education and action items.

- » Rape survivors and subject matter experts presented a dynamic PowerPoint presentation of current policies and solutions to the challenges of military sexual trauma.
- » Offered opportunity for legislators and state/county representatives to respond with commitments and shared vision for preventing sexual assault in the military.
- » Local media attended to cover the event.

STATE AGENCIES**“Women’s Military History Week Reception”**

Hosted by: CalVet, Commission on the Status of Women and Girls, and the California Research Bureau.

Event: Annual reception to honor women Veterans and women currently serving in the U.S. Armed Forces. Recognizes women with the annual CalVet Trailblazer Award.

Tips for Success:

- » Create strong partnerships with organizations to assist with funding, resources, and networking.
- » Offer a significant opportunity for influential people to speak, participate, or recognize the honorees.
- » Invite legislators and community leaders.
- » Select a keynote speaker based on their considerable contributions to the Veteran community.
- » Provide light refreshments throughout the event to encourage networking.

VETERAN ORGANIZATIONS

“Women Veterans Project”

Developed by: Swords to Plowshares

Program: Provides wrap-around services and support to address the unique needs of women Veterans.

- » Delivers wrap-around Veteran care.
- » Networks and partners with various women’s groups/organizations.
- » Conducts focus groups and outreach services to understand the most current issues related to women Veterans.
- » Provides cultural competency training to organizations about the unique needs of women Veterans.

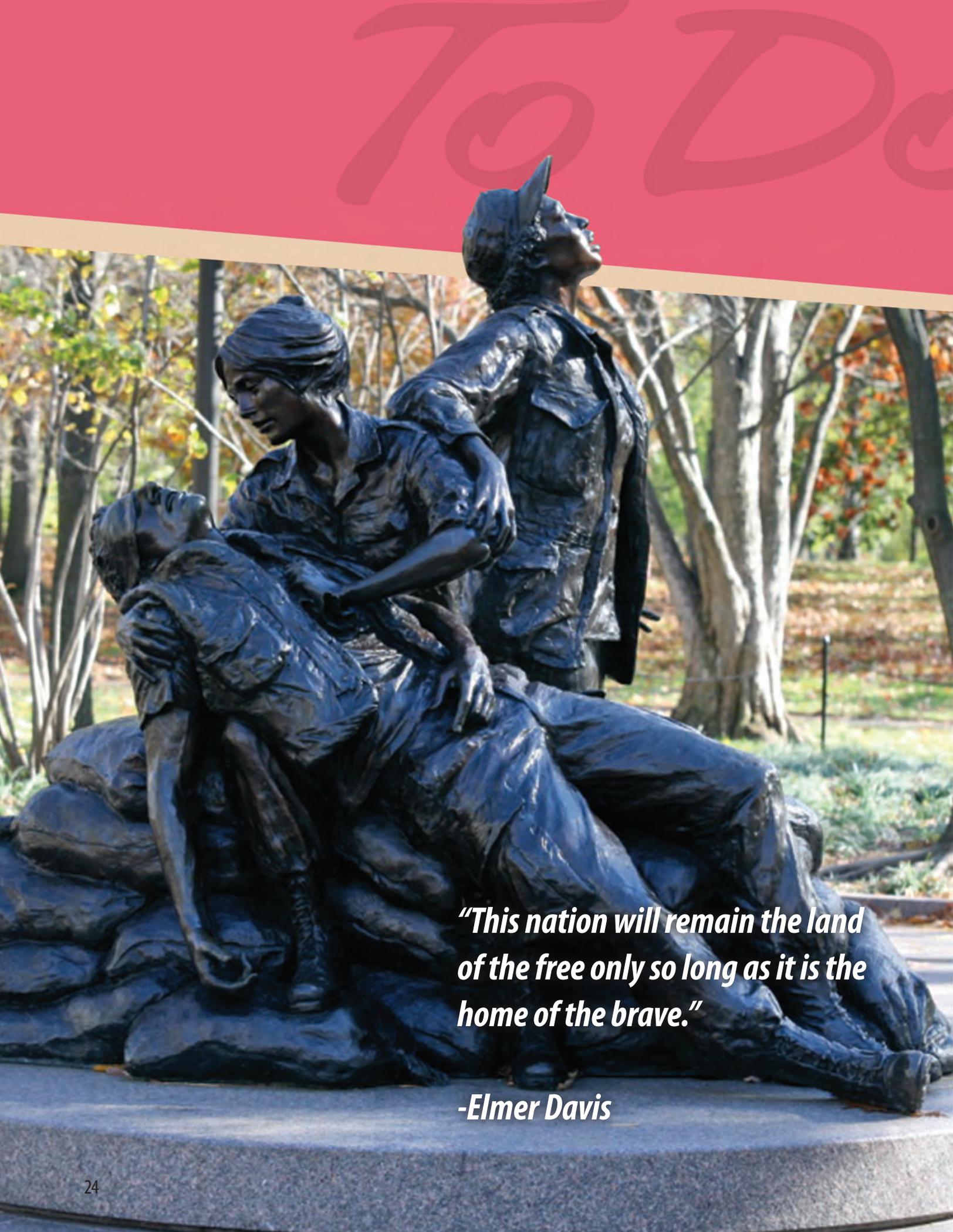
The California Wellness Foundation (TCWF) selected Swords to Plowshares to administer their re-grant program because of their subject matter expertise of Veterans.

- » Distributed \$700,000 to 22 organizations throughout California to provide a wide range of services and support to women Veterans, including behavioral and primary health, crisis management, legal services, housing, employment services, peer support, community education, and research.
- » The ultimate goal of the project is to improve health indicators of women Veterans in California by strengthening the capacity of the organizations that serve them and improving the overall system of care throughout the state.

“Shout!” for Women Veterans

Event: An annual initiative that aims to engage women Veterans and bring public awareness to issues they face through the medium of art.

- » Inspired by the notion that the arts encourage expression and healing.
- » Celebrates the contributions of women Veterans and explores the intersections of art, community, health, and healing.
- » Encourages women Veterans to provide a photograph and short synopsis or quote that describes their military service, for inclusion in a video slideshow played during the event.
- » Uses an Advisory Board of Volunteers that consists of advocates, Veteran organizations and Veterans, to help in the development, public affairs, and sponsorship of the event.
- » In 2014, 18 women Veterans submitted paintings, sculptures, short stories, and poems to be displayed at a 3-hour event hosted in San Francisco.
- » In 2014, over 220 people attended the event.
- » As a well-established Veteran organization, Swords to Plowshares underwrites the cost of the annual event through in-kind donations and small individual gifts.



"This nation will remain the land of the free only so long as it is the home of the brave."

-Elmer Davis

TO DO LIST

Your commitment and dedication to implementing any or all of these action items may be the most effective way to connect with women Veterans, encourage their participation in Veteran events, and their utilization of state and federal benefits.

T

ENDORSE & SHARE CALVET'S WOMEN VETERANS MATERIALS

- Circulate this CalVet Women Veterans Outreach Toolkit.
- Circulate the CalVet Women Veterans Roster.
- Include a button on your website to link to the CalVet Women Veterans Roster www.calvet.ca.gov/WomenVets/Pages/Women-Veterans-Roster.aspx.



FIND LEADERSHIP

- Provide leadership with briefing papers about the needs of women Veterans, available at <http://publicauthors/WomenVets/Pages/Women-Veterans-Survey-2013.aspx>.
- Meet with your city/county leaders and educate them about the needs of our women Veterans plus discuss what can be done for women Veterans in your community.
- Partner with women's groups/organizations to reach more women and discover critical potential needs of women Veterans.
- Partner with Veteran service organizations. Visit <http://goo.gl/F0MKke> or <http://goo.gl/3SR7qW>.

REGISTER

- Take the Women Veterans Connect, Inc. (WVC) Challenge which includes successfully completing "Trauma-Informed Care and Other Resources for Women Veterans" presented by the U.S. Department of Labor, Women's Bureau and "Combat to Community-Women Veterans Cultural Competency" presented by Swords to Plowshares. Visit <http://goo.gl/Gw1ddb> to take the challenge.
- Join our CalVet subscriber list to receive our newsletter and remain educated about key events and issues. To be added, contact womenveterans@calvet.ca.gov or (916) 653-1402.
- Follow us on our Facebook pages: California Department of Veterans Affairs www.facebook.com/MyCalVet and CalVet Women Veterans <http://goo.gl/3SR7qW>.
- Sign up with My CalVet and create a profile to receive regularly updated information at www.calvet.ca.gov.

PROMOTE AND ATTEND RELEVANT EVENTS

- Promote relevant events (e.g., job fairs, stand-downs, health fairs) with women Veterans through your network, social contacts, and community.
- Attend events supporting women Veterans. Visit our CalVet events calendar for more information.
- Participate in events and solutions by offering your organization's services and benefits.



*“Women are agents of change,
we are drivers of progress, we
are makers of peace—all we
need is a fighting chance.”*

-Hillary Clinton

READING AND RESOURCES

The following websites are a compilation of pertinent information in your efforts to understand the Veteran community. This is not a comprehensive list of all available services or information mediums, merely a starting point in your outreach endeavors. Please continue to explore and share information as you come across it.

R

STATE RESOURCES

- » **CalVet**
www.calvet.ca.gov
- » **Women Veterans Roster**
<https://www.calvet.ca.gov/WomenVets/Documents/RosterForm.pdf>
- » **CalVet Veteran Resource Book**
<https://www.calvet.ca.gov/WomenVets/Documents/RosterForm.pdf>
- » **California Veteran Service Offices**
www.cavso.org
- » **The California Military Department**
www.calguard.gov
- » **The California Department of Mental Health Services & Programs**
www.dmh.ca.gov/services_and_programs
- » **California Coalition Against Sexual Assault**
www.calcasa.org
- » **California Research Bureau**
www.library.ca.gov/crb/crbreports.html
- » **California Commission on the Status of Women and Girls**
www.women.ca.gov
- » **Employment Development Department**
www.edd.ca.gov/jobs_and_training/services_for_veterans.htm#womenveteransresources

U.S. DEPARTMENT OF VETERANS AFFAIRS RESOURCES

- » **Women Veterans**
www.va.gov/womenvet
- » **Women Veterans Healthcare**
www.womenshealth.va.gov/womenshealth/healthcare.asp
- » **VA Palo Alto Health Care System**
www.womenvetsptsd.va.gov
- » **Post-Traumatic Stress Disorder**
www.ptsd.va.gov

OTHER RESOURCES

- » **DOD Safe Helpline**
www.safehelpline.org
- » **Department of Labor, Women's Bureau**
www.dol.gov/wb/programs/listeningsessions.htm
- » **DOD Sexual Assault Prevention and Response**
www.sapr.mil
- » **Veterans Service Records**
www.archives.gov/veterans

REPORTS

» **California's Women Veterans 2009-2013 Surveys**

<http://www.library.ca.gov/crb/CRBReports.html>

» **Women Veterans: The Long Journey Home**

<http://www.dav.org/wp-content/uploads/women-veterans-study.pdf>

» **2011 Progress Report: On the Frontlines of VA Women's Health**

www.womenshealth.va.gov/womenhealth/docs/wvhc_progressreport_082011.pdf

» **An Agenda for Veterans: The State's Turn to Serve**

www.lhc.ca.gov/studies/217/report217.html

» **DOL Women's Bureau: Trauma Informed Care Guide**

<http://www.dol.gov/wb/trauma/WBTraumaGuide2011.pdf>

» **Sexual Violence in the Military: A Guide for Civilian Advocates**

www.nsvrc.org/sites/default/files/publications_nsvrc_guides_sexual-violence-in-the-military-a-guide-for-civilian-advocates.pdf

» **Sourcebook: Women Veterans in the Veterans Health Administration**

www.va.gov/vhapublications/ViewPublication.asp?pub_ID=2455

» **VA Report: America's Women Veterans**

http://www.va.gov/vetdata/docs/specialreports/final_womens_report_3_3_12_v_7.pdf

» **Women Veterans Screening Guide**

www.swords-to-plowshares.org/wp-content/uploads/Women-Veteran-Screening-Guide.pdf

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“Long before women had the right to vote--or own property, before America even existed, women were serving this country--facing danger, risking their lives, even dressing up like men so they’d be allowed to serve.”

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