**Commission on Equity and Reconciliation in the Uniformed Services Act**

**LEGISLATION**

The Commission on Equity and Reconciliation in the Uniformed Services Act would establish a commission to conduct a fact-finding investigation, which will compile information on LGBTQ personnel in the Uniformed Services, raise public awareness, and above all, perform a diagnostic function to address remaining inequities that impact the LGBTQ population in the Uniformed Services so that the US government and the general public will understand the scope of the issue.

Additionally, this bill will order that the commission make recommendations to Congress that the Department of Defense (DOD), the Department of Veterans Affairs (VA), service providers, and the Uniformed Services and other relevant agencies should follow to both remedy the harm done and ensure equity for current and future LGBTQ Americans who serve.

**Specifically, this bill would direct the Commission to:**

* Identify and compile a corpus of information on the policing of sexual orientation and gender identity in the Uniformed Services;
* Gather testimonies, both written and oral, from LGBTQ servicemembers and veterans on their experiences (including through public hearings);
* Examine the physical and mental wellbeing impacts that discriminatory policy had on LGBTQ members of the Uniformed Services;
* Examine financial and employment-related impacts that discriminatory policy had on members of the Uniformed Services who were discharged based on their sexual orientation and/or gender identity;
* Examine disparate impact that policies targeting non-heterosexual and/or non-cisgender identity and sexuality had on racial minorities and women; and
* Recommend appropriate ways to educate the American public on the issues surrounding LGBTQ personnel in the Uniformed Services and government-sanctioned discrimination.

**Recommendations from the Commission are to include:**

* How the government may offer an apology to those affected by anti-LGBTQ policy in the Uniformed Services;
* How discharge upgrades and record amendment may be streamlined through the Boards for Correction of Military Records; and how the process may be made more transparent and accessible;
* How the service and contributions of LGBTQ personnel and veterans might be made more visible in materials distributed by the DOD, VA, and other relevant government agencies;
* How Diversity and Inclusion policies of the DOD may be revised and resources may be committed to diversity training; and
* How healthcare services and other benefits for both active servicemembers and veterans may be expanded to meet the needs of LGBTQ patients, including improved data collection.