

LETTER FROM THE CEO
New reproductive-rights laws in California – and more good news!

Hello Friends,

I'm happy to share some really good news with you, despite the horrendous attacks on reproductive rights in other parts of the country. From the Biden administration's recent repeal of the Title X domestic "gag rule" on abortion providers, to Gov. Gavin Newsom signing two Planned Parenthood-sponsored bills into law, to California positioning itself to become a "reproductive freedom state," to wonderful new members of our Leadership Team, there are a lot of positive things happening right now!

I'm so pleased that the affiliate's very first Vice President of Diversity, Equity, and Inclusion Arthur Chan has joined the staff this month. Arthur brings a wealth of experience and expertise, and you can read more about him in this issue of the Full Mar Monte. Also, after an exhaustive search, our new Vice President of Public Affairs Lauren Babb will join the staff in October. You'll learn more about Lauren, who was named by Women's Foundation California as one of 4 Black Policy Movers & Shakers You Should Know, in next month's Full Mar Monte.

Speaking of the Public Affairs team, I want to give them shout-out for the work they did lobbying for two important California bills that were signed into law this month. One, AB 1184, protects patients by ensuring that they will be the sole recipients of confidential communication from their insurance companies. The other, AB 1356, increases fines and penalties on those who harass patients and staff outside our health centers. (See The Big Picture section.)

The Public Affairs team was also instrumental in our campaign against the Title X gag rule, enacted during the Trump administration, that denied federal funding for abortion providers who even discussed abortion-referrals with patients. We were thrilled when the Biden administration repealed the odious gag rule in early October.

It is also very welcome and exciting news that Gov. Newsom, joined by reproductive rights partners and leaders in the state, announced the formation of the California Future of Abortion Council (CA FAB Council). The FAB Council will work in collaboration with researchers, advocates, policy makers, providers, patients and other key constituents to determine potential challenges in the state and recommend solutions that will continue to provide stability and sanctuary for Californians as well as those from out of state who are seeking services here.

This is yet another example of how California continues to lead the way to protect reproductive rights even as places like Texas and Mississippi are eliminating abortion-access for millions of people who live in those states.

It was recently announced that the U.S. Supreme Court will hear the Mississippi abortion-ban case, *Dobbs v. Jackson Women's Health Organization*, on Dec. 1. The court will probably decide the case in June 2022, and there is a strong possibility that the conservative majority of justices will uphold the Mississippi law – making the 1973 *Roe v. Wade* decision virtually irrelevant. And abortion bans would likely and quickly be adopted in at least 23 states.

If states are allowed to restrict abortion to a stage so early that most people don't even know they are pregnant – as we've seen in Texas, where abortion has been banned at six weeks – we know that people will still continue to seek abortion. It has become dangerous, and some people in places that have become "abortion deserts" will die.

This is why it's so important that leaders of the two states where PPMM serves patients and communities are committed to making sure that we can continue to provide abortion care for those who live here and for those who come here from other states.

But even more importantly, it's why I'm so thankful for your support and commitment. The work we do at PPMM literally changes lives. You are a crucial part of that, and having you on our side makes me proud every day.

In solidarity,

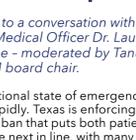
Stacy

ROE'S COLLAPSE?
THE FUTURE OF ABORTION CARE AT PPMM

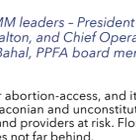
A STATE OF THE AFFILIATE WEBINAR
Tuesday, October 19, 2021 | 11:00 a.m. to 12:00 p.m. | Zoom



Stacy Cross
President & CEO



Dr. Laura Dalton
Chief Medical Officer



Dominique Lee
Chief Operating Officer



Tanuja Bahal
PPFA Board Member, Former PPMM Board Chair

What if Roe collapses?

You're invited to a conversation with PPMM leaders – President & CEO Stacy Cross, Chief Medical Officer Dr. Laura Dalton, and Chief Operating Officer Dominique Lee – moderated by Tanuja Bahal, PPFA board member and former PPMM board chair.

We are in a national state of emergency for abortion-access, and it is intensifying rapidly. Texas is enforcing a draconian and unconstitutional six-week abortion ban that puts both patients and providers at risk. Florida is preparing to be next in line, with many states not far behind.

And in December, the Supreme Court will be hearing a case, "*Dobbs v. Jackson Women's Health Organization*, about a 15-week abortion ban in Mississippi that is a direct attack on *Roe v. Wade*. With the extreme conservative 6-3 majority on the court, the constitutional right to abortion is in grave danger.

This year isn't over yet, and it's already been the worst on record for abortion rights since *Roe* was adopted. In the first nine months of 2021, nearly 600 abortion restrictions were introduced in states across the country.

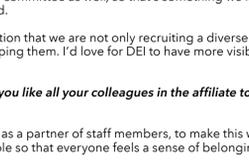
However, California has the right to abortion enshrined in its state constitution, and Nevada has laws protecting the right to abortion. Thanks to your support, PPMM health centers will continue to provide abortion care even if *Roe* is overturned. California's seven Planned Parenthood affiliates saw more than 7,000 out-of-state patients for reproductive care last year alone – a vast majority of whom came here for abortion care -- and our affiliate is already feeling the impact of the new restrictions.

Hear from PPMM's CEO Stacy Cross, Chief Medical Officer Dr. Laura Dalton, and Chief Operating Officer Dominique Lee about challenging patients are facing seeking abortion care in "safe haven" states and PPMM's plans to expand care as more states "go dark," severely restricting or completely eliminating abortion-access.

We'll be answering your questions. If you have a question you'd like to be addressed during the webinar, please submit it when you register.

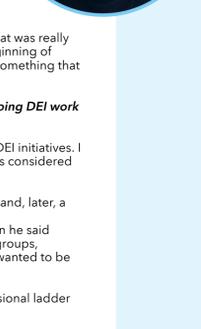
This webinar is free but donations are encouraged to expand access to sexual and reproductive health care to underserved communities. PPMM is dedicated to staying a safe haven for all people who are unable to seek abortion care in their home states.

To register or learn more, click [here](#).



Championing an inclusive workplace
Q&A with new VP of DEI Arthur Chan

For the first time in our affiliate's history, PPMM has a member of the Leadership Team whose role is entirely devoted to cultivating and advancing the interests of diversity, equity, and inclusion (DEI) at PPMM. The Full Mar Monte caught up with new Vice President of DEI Arthur Chan to learn more about him and his work.



Full Mar Monte: Tell us a little about how you got interested in workplace issues of diversity, equity, and inclusion.

Arthur Chan: I was born and raised in Hong Kong, and I am bi-racial, of Chinese and Portuguese descent. That meant I was often excluded and made to feel something about me was wrong. I felt like I didn't belong, and that was really lonely. I don't want other people to feel that way, and I guess that was the beginning of getting interested in this work – even though I didn't know then that this was something that could be a profession.

FMM: After you became a clinical psychologist in Hong Kong, you began doing DEI work there. What was that experience like?

Arthur: I was a psychologist at a hospital in Hong Kong and was working on DEI initiatives. I was also out as a member of the LGBTQ+ community, and it turned out that was considered to be a "problem" on the staff of this hospital.

I had talked at one meeting about what it was like to be gay in the workplace, and, later, a senior colleague tried to give me what he thought was helpful advice. He said, "You should be more mindful about disclosing that you are gay." Then he said I should focus my DEI work only on being inclusive of other racial and ethnic groups, including Southeast Asians, as well as people with disabilities – especially if I wanted to be promoted.

He was basically saying I couldn't be myself if I wanted to move up the professional ladder there.

FMM: You decided to move to the U.S. and continue your DEI work here, most recently with the Alzheimer's Association based in San Francisco. What are the differences you have found in terms of the way your work has been received by your U.S. colleagues?

Arthur: One of the reasons I moved here is because I couldn't marry my husband in Hong Kong. People here are definitely more accepting, and most seem to understand what DEI is as well as why it's important. But I found that there are a lot of leaders that talk the talk, but don't walk the walk of really incorporating DEI work into the organizational structure.

When I began talking with PPMM, I was impressed right away to know that the new DEI position would be a member of the Leadership Team. This is such an important way to show real commitment to this work.

FMM: How are you hoping to implement your DEI leadership experience at PPMM?

Arthur: I've recently met with PPMM's DEI Committee, and I love their energy, passion, and ideas! It's great to see the diversity of staff that's represented. I would love to see more health services specialists on the committee as well, so that's something we'll be working on. Their voices need to be heard.

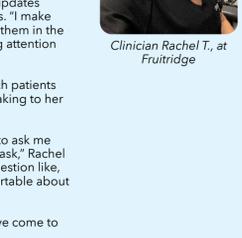
It's so important for the organization that we are not only recruiting a diverse staff, but also that we are retaining and developing them. I'd love for DEI to have more visibility within the affiliate.

FMM: In a nutshell, how would you like all your colleagues in the affiliate to view your new role here?

Arthur: I want people to see me as a partner of staff members, to make this workplace as inclusive and equitable as possible so that everyone feels a sense of belonging, and they can be at their best.

Gilroy health center powers through with team work

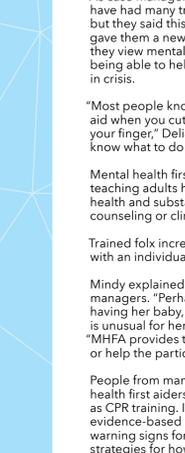
- 1) What are you most proud of about the way your health center has responded, to patients and each other, during the pandemic?**
We're really proud that, by knowing we're in this together and staying grounded and supporting each other, we have become a better team.
- 2) How would you describe the culture at your health center?**
Our culture here at a Gilroy is team-oriented, striving to always improve while working together to make it happen.
- 3) How does your health center best reflect the values of PPMM?**
Jumping in to tend to the staff is all about providing good patient care, making the patients know that they come first.



Gilroy health center staff

COVID Care STORIES

These are stories about how our amazing staff is caring for the community during the COVID-19 pandemic. You can read more on the PPMM blog at [ppmarmonte.org/blog](#).



Mindy A.

Helping young parents during the pandemic

As hard as it's been for parents of young children to cope with the life-changing obstacles of this pandemic, imagine how difficult it is for first-time parents of infants and toddlers, especially parents who are under age 21. They have educational goals for themselves and their children, but may also have urgent needs for housing, income, childcare, food, or health care.

PPMM Teen Parent Support Program (TPSP) Senior Case Manager Mindy A. has been supporting young Santa Clara County parents during this time with frequent phone check-ins, including calls to guide them through online enrollments for public aid programs or even explaining confusing terminology on many of the forms in Spanish or English.

"Whether it's helping them find forms to get a new primary care provider or talking them through an application process for returning to school, I can help them get through the process and help minimize their stress," Mindy said. "I've also helped people apply for jobs and enroll in high school or higher education while they're caring for their children.

"We have really been able to continue our youth advocacy, despite the pandemic, keeping young parents engaged and advocated to the help they need."

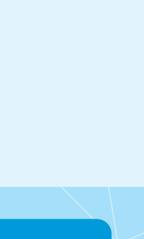
Being Memorable

In this space, we spotlight health center staff members who have been mentioned by name in patient surveys for delivering a fantastic patient experience.

Making patients feel welcome and comfortable
HSS Maria C. and Clinician Rachel T. at Fruitridge health center

Here's what two people said on their patient surveys recently, after coming to the Fruitridge health center in Sacramento:

- "Maria at reception is a queen. Thank you for helping me. You made a difficult day take a turn for the better."
- "I lost my insurance with Kaiser and was in need of quick medical care. Maria at reception, who is so caring and thoughtful, found a way for me to be seen that day. Rachel, the nurse practitioner, made sure that I received the medicine I needed. I was very impressed with the attentive, professional care I was given. The staff at this Planned Parenthood caught up with me in incredible. They understand how to take care of delicate situations with respect and professionalism. I would recommend this site to any person in need of care."



HSS Maria C., outside the Fruitridge health center in Sacramento



Clinician Rachel T. at Fruitridge

"It's really important to me that we're able to see as many as patients as possible when it's convenient for them," Maria said. "Some people are coming here on their days off, and it might be the only chance they have to come in for a quite a while."

She said she can see how positively patients respond when she updates them frequently on what their wait-time will be if they are walk-ins. "I make sure they see that we are acknowledging their needs, and I keep them in the loop while they're waiting," she said. "They know I'm really paying attention to them."

Clinician Rachel Thornton said she always makes sure to approach patients in a way that makes them feel immediately comfortable with speaking to her about what they need.

"If I meet people on a personable level, they're much more likely to ask me questions about things they might otherwise be embarrassed to ask," Rachel said. "Even something as simple as starting out our visit with a question like, 'How is your day going?' can really make people feel more comfortable about talking about what they need or what's been bothering them."

"The idea is for patients to feel as welcome as possible, that they've come to the right place."

FROM THE EDUCATION DESK

PPMM Education staffers get certified in mental health first aid (MHFA)

The pandemic has underscored the need for everyone to protect and seek care for their mental as well as physical health, and this is especially important for our students or young people who are pregnant or parenting for the first time. PPMM Education is pleased to announce that two case managers in our Santa Clara County-based Teen Parent Support Program (TPSP) are now certified instructors in mental health first aid (MHFA) through the National Council for Mental Wellbeing. An Education Services program manager will also be completing the training this fall.

TPSP Senior Case Manager Mindy A. and Case Manager Delia N. are the first team members to become certified instructors and can now train others, virtually or in person, in the skills to reach out and provide initial support to someone who may be showing signs of distress or at personal mental health crisis.



Mindy A., TPSP Case Manager



Delia N., TPSP Case Manager

As case managers, Mindy and Delia have had many trainings in this area, but they said this particular training gave them a new perspective on how they view mental health, including being able to help others who may be in crisis.

"Most people know how to provide first aid when you cut your hand or smash your finger," Delia said. "But very few know what to do when someone needs first aid for mental health."

Mental health first aid is an evidence-based program proven to be effective in teaching adults how to recognize and respond to signs and symptoms of mental health and substance use challenges. It is designed to be taught to any adult – no counseling or clinical background is required.

Trained folks increase their confidence in helping and are more likely to intervene with an individual in distress. They also show increased mental wellness themselves.

Mindy explained that the training is an extremely helpful tool for our TPSP case managers. "Perhaps a young mom participant is experiencing sadness after her having her baby, and she seems to have some trouble bonding. This emotion is unusual for her, and she sometimes says she is not a good mom," Mindy said. "MHFA provides the tools to identify a mental health challenge, like when to call 911 or help the participant connect with community or professional support."

People from many different professions and life experiences are trained as "mental health first aiders," with the national council's goal to make MHFA as ubiquitous as CPR training. In the course that PPMM can now offer, folks learn an evidence-based action plan process that can help them identify risk factors and warning signs for mental health and addiction concerns. Trainings can also learn strategies for how to help someone in crisis and non-crisis situations as well as where to turn for help.

For now, the Education team is looking forward to completing the training by March 2022. Then PPMM Education will begin offering MHFA to PPMM staff who are interested. In July 2023, we will also be able to offer MHFA training to our community and school-based partners.



Love Notes TEXAS EDITION

This month's FMM Love Notes section is dedicated to our colleagues in Texas who heroically provided abortion care for patients until 11:59 p.m. Aug. 31 – one minute before the state's draconian, near total abortion ban went into effect and the U.S. Supreme Court did nothing to stop it. These are only a few of many messages of support PPMM staff and supporters sent to PP staff in Texas, which the Creative team also posted on social media.

Thank you so much for all of the work you do. The health care you provide is incredible and life-saving. When I was in college, I was able to use Planned Parenthood for birth control as well as STI screenings. I hope you all know how much you're appreciated and needed, despite the constant attacks you face. Thank you so much.
– Jacqueline (Northern Central CA)

Texas family! I can't begin to fathom the stress, anxiety, anger, and pain you are all feeling. Your work selflessly supports the patients that need us most. THANK YOU for all you do each and every day. Our hearts are with you as you continue to fight the good fight. IN SOLIDARITY forever!
– Kelsey P. (Northern Central Valley)

Dear Staff and Volunteers, I support your work, especially in these tough times for Texas. Please keep doing all that you do, as we work together to strike down this anti-abortion legislation.
– In gratitude, Kathy A. (Silicon Valley & Coast)

Thank you for all that you are doing! This work is so appreciated and truly bigger than us. As a medical student, I am only beginning to understand what it means to advocate for my future patients. I am immensely grateful for YOU, the people who are advocating for women and birthing people everywhere. The amazing staff, volunteers, and Planned Parenthood facilities make me hopeful for the future. I seriously cannot thank you enough. Stay strong and know that we support you!
– Kylee (Nevada)

The Big Picture



PP triumph in the CA legislature!
Gov. Newsom signs two PPAC-sponsored bills

On September 22, California Gov. Gavin Newsom signed into law two bills sponsored by Planned Parenthood Advocates of California: AB 1184 protects patients by ensuring that they will be the sole recipients of confidential communication from their insurance companies. AB 1356 strengthens the safety and security of health centers, like PPMM's, across the state.

Public Affairs engaged voters in California's Sept. recall election

The Public Affairs team, in partnership with the Volunteer Services and Creative teams, launched a voter engagement campaign to create awareness of the California Recall Election, encouraging voter registration and mailing in ballots.



Public Affairs Dir. for Sacramento/San Joaquin and Alameda Counties Candalaria Vargas and her family, preparing to vote before Sept. 14 Election Day

We joined with community partners like the Latina Coalition of the Silicon Valley to provide informational Zoom events about the special recall election on September 14. The Latina Coalition was so impressed by the presentation that they provided a Spanish translation of the slide deck for PPMM and other community groups to share with their Spanish-speaking constituencies.

The P.A. team also provided voter-engagement presentations by working with traditional organizations, such as the League of Women Voters, as well as more diverse organizing groups including the Black Organizing Project, Little Manila Organization, Alliance for Girls, affiliate-wide LGBTQ+ organizations, and community colleges as far south as Bakersfield. A total of 16 organizations participated in Zoom events and were encouraged to use the PPMM voter-engagement slide deck to inform and engage their staff and community constituents.

Our team members also partnered with San Joaquin Magazine and Radio Bilingue to promote voting in the recall election. Volunteer Services held two virtual events to engage voters, and the Creative team joined the effort by providing outreach through emails to our supporters and on PPMM's social media platforms.

Launching this voter-engagement campaign was also a great way for PPMM to honor the 110th anniversary of most California women winning the right to vote, in October 1911, nine years before the passage of the 19th Amendment.

If you're interested in seeing Planned Parenthood Advocates Mar Monte's work on the California recall election, check out the [PPAMM blog](#).

Good Reads

Sept. 12, Stockton Record (op-ed by Planned Parenthood Advocates Mar Monte Dir. of Public Affairs for Sacramento/San Joaquin and Alameda Counties Candalaria Vargas)
Gov. Gavin Newsom recall dangerous for my community

Sept. 17, Fresno Bee (op-ed by Rev. Tim Kutzmark, Unitarian Universalist Church of Fresno and Clergy Advocacy Board, Planned Parenthood Federation of America)
Draconian Texas abortion law represents a threat to Fresno women and their bodies

Sept. 18, Washington Post (op-ed by Dr. Alan Braid, Texas)
Why I violated Texas's extreme abortion ban