



Health Disparities Conference 2022

Caring for LGBTQ+ patients and populations

Faculty presenters and creators:

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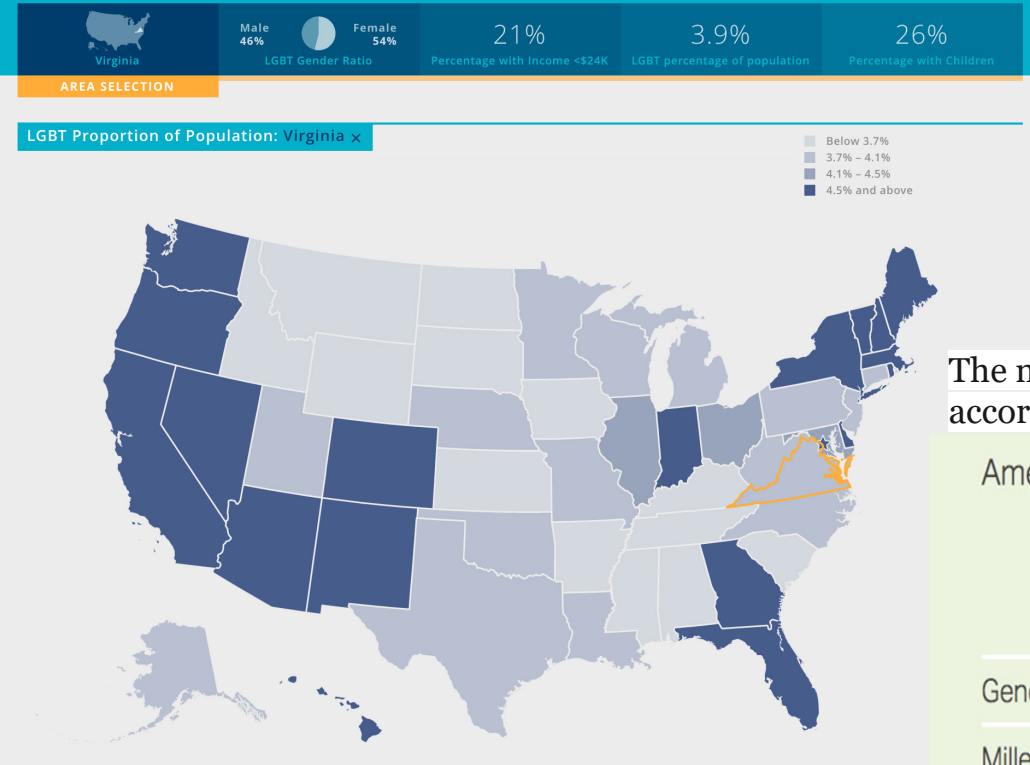
Highlights for Today

(in < 12 minutes)



- Recognize the unique health risks and challenges often encountered by LGBTQ+ identified individuals
- Practice your language: for introductions and taking a social history from LGBTQ+ patients including transgender and nonbinary patients
- Identify communication patterns in the health care setting that may adversely affect care and learn to effectively address those situations in order to protect patients from the harmful effects of implicit bias or acts of discrimination.

LGBTQ+ by the Numbers



5.6% of American adults

The number of Americans who self-identify this way **increased by 60%** between 2012 and 2020, according to Gallup.

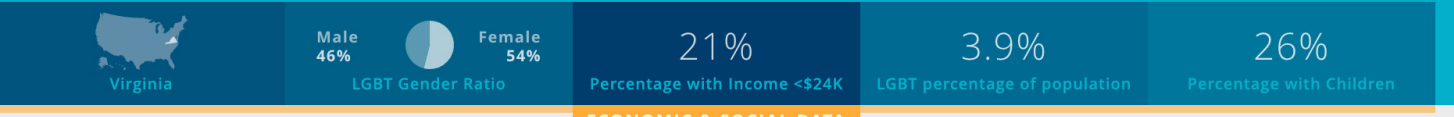
Americans' Self-Identification as LGBT, by Generation

	LGBT	Straight/Heterosexual	No opinion
	%	%	%
Generation Z (born 1997-2002)	15.9	78.9	5.2
Millennials (born 1981-1996)	9.1	82.7	8.1
Generation X (born 1965-1980)	3.8	88.6	7.6
Baby boomers (born 1946-1964)	2.0	91.1	6.9
Traditionalists (born before 1946)	1.3	89.9	8.9

GALLUP, 2020

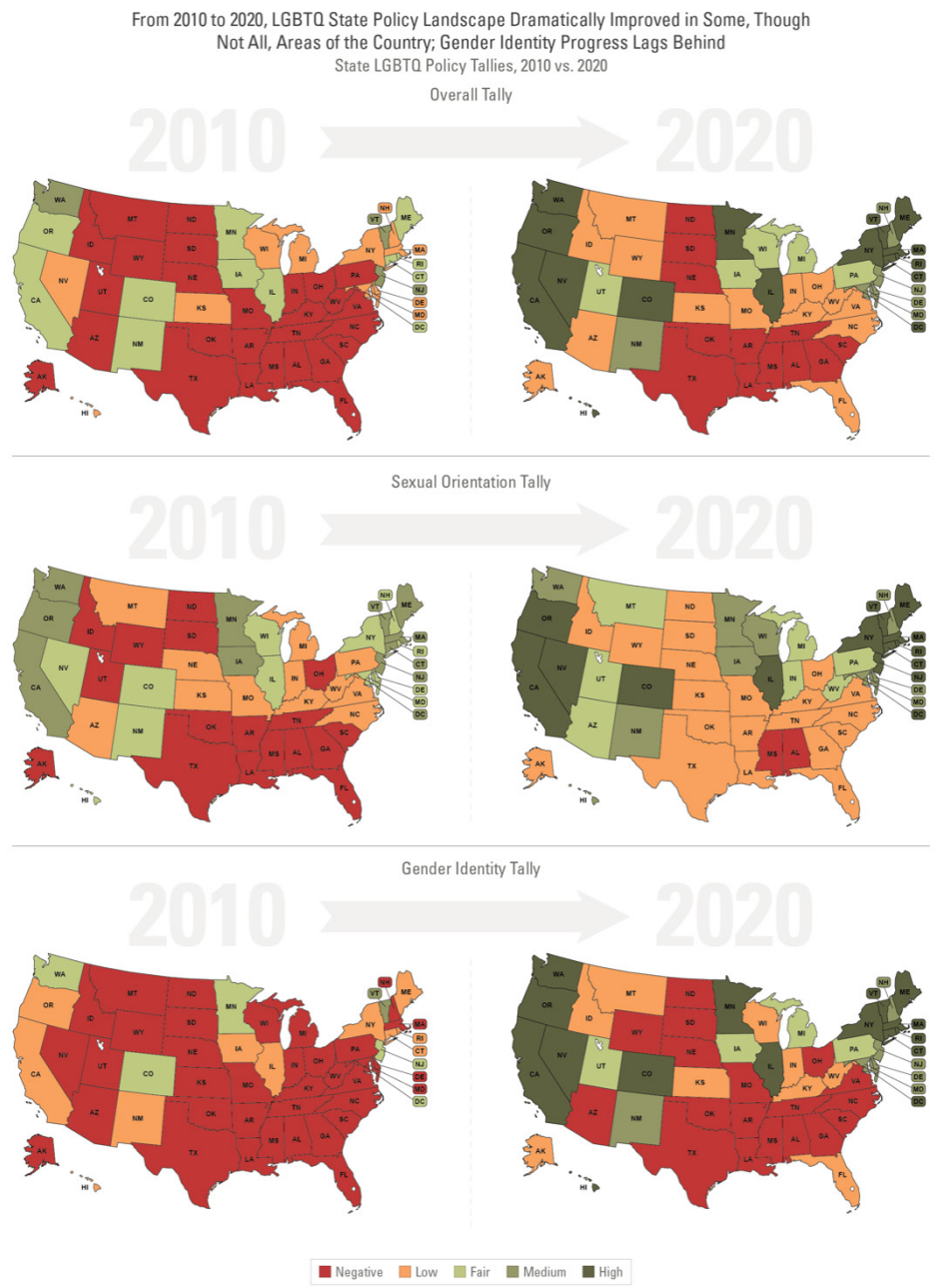
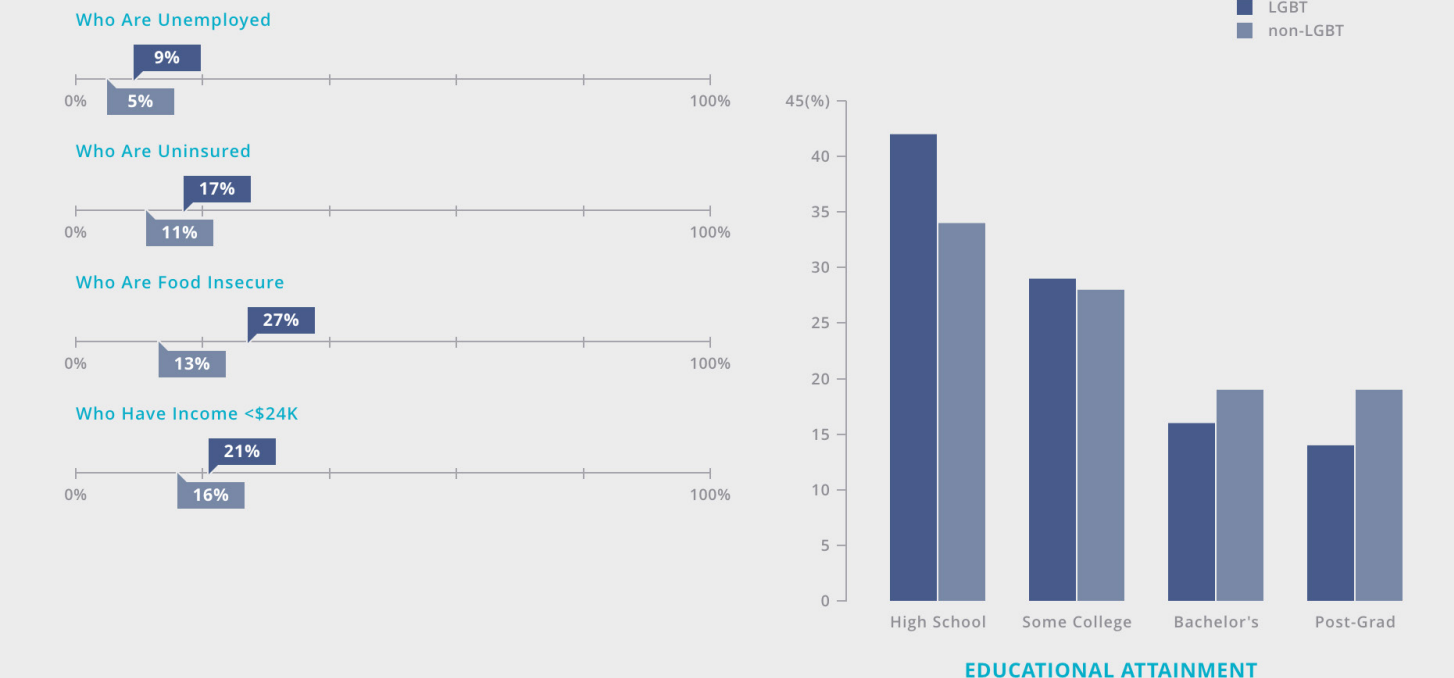
0.6% (or 1.4 million) adults in the U.S. identify as trans

Legal and Social Determinants of Health



Socioeconomic Indicators: Virginia x

ECONOMIC & SOCIAL DATA



Source: Data for 2010 based on MAP original research and assistance (see acknowledgments). Data for 2020 based on MAP's Equality Maps, as of January 1, 2020.



www.LGBTMAP.org

History With Healthcare



↑ **50%**

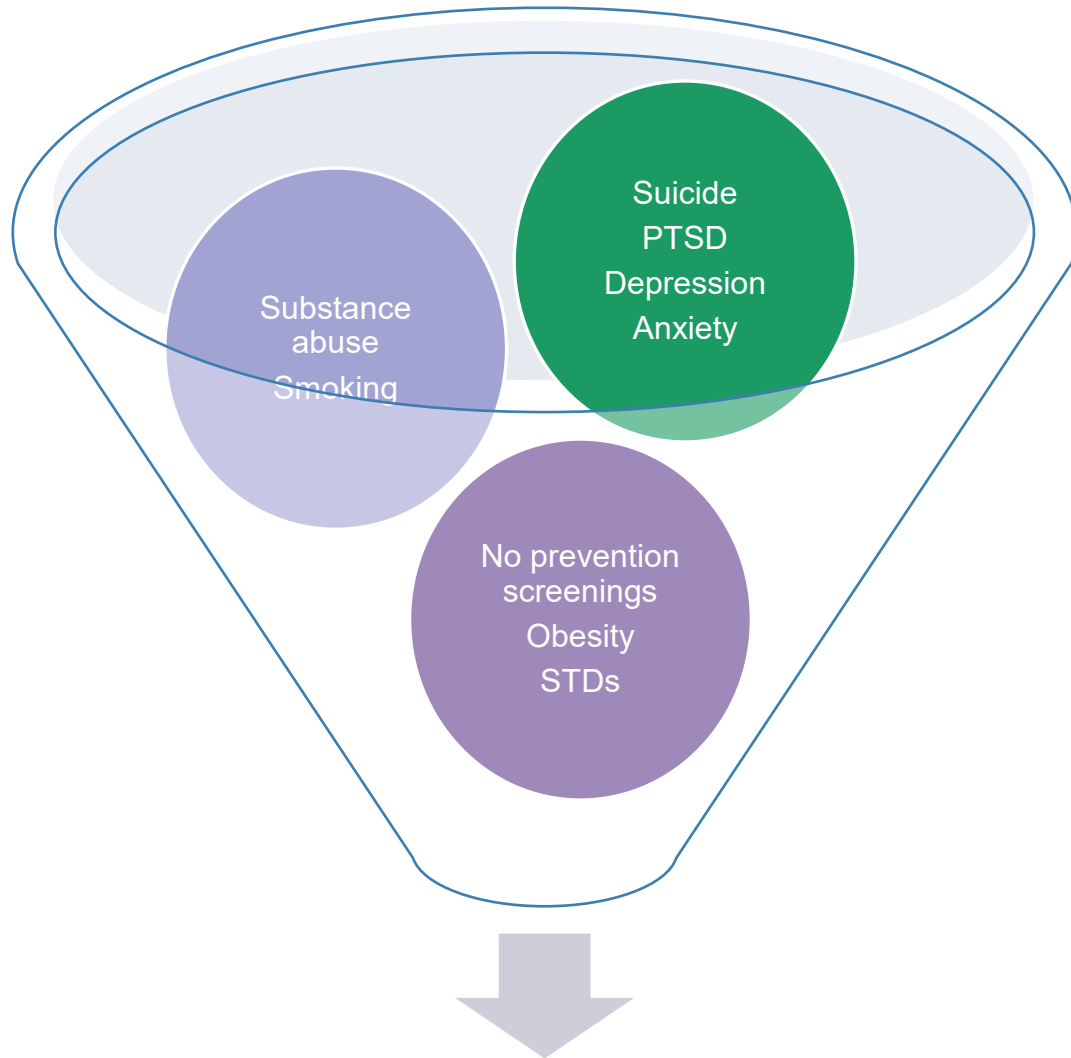
reported discrimination by a
healthcare provider

↑ **25%**

trans people refused care due to their
gender identity

“Discrimination puts LGBT people at heightened risk for a range of health issues, from depression and addiction to cancer and chronic conditions,” said Ryan Thoreson, an LGBT rights researcher at Human Rights Watch.

Impact for LGBTQ+ people



Overall poorer health outcomes

- Avoid seeking healthcare
- Stay closeted from providers
- Don't advocate for themselves/feel vulnerable
- Distrust providers' knowledge about LGBTQ healthcare issues

Study of 101 individuals -ages 12-24yo

- 24% suffered mild-moderate depression
- 11% severe to extreme depression
- 51% thought about suicide
- 30% made at least one attempt
- 43% used drugs

*Olson, J, et.al. Baseline Physiologic and Psychosocial Characteristics of Transgender Youth Seeking Care for Gender Dysphoria
J of Adol Health. Vol 57, Issued 4, Oct. 2105 pp 374-380*

**General Population
Suicide Attempt
Rate 1.6%**

**Heterosexual Teen
Suicide Attempt
Rate 4%**

**LBG Teen Suicide
Attempt Rate 20%**

**Trans* Suicide
Attempt Rate 41%**

Trans Life Line - US: [\(877\) 565-8860](tel:8775658860)



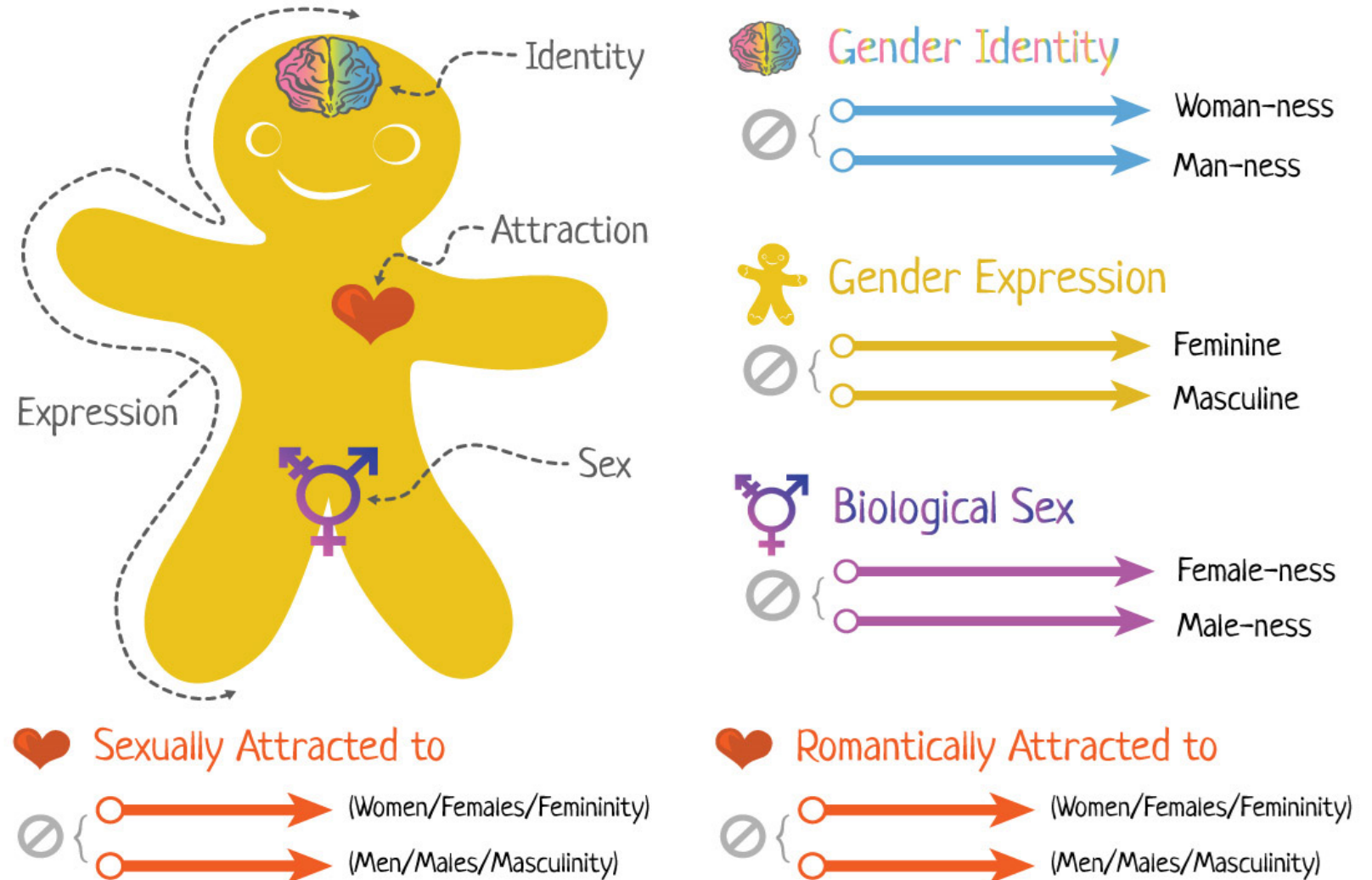
The Genderbread Person v3.3 by its pronounced METROsexual.com

Gender identity - internal identification with a specific gender.

Gender expression - How someone outwardly expresses gender

Sexual Orientation A person's enduring physical, romantic, and/or emotional attraction to another person.

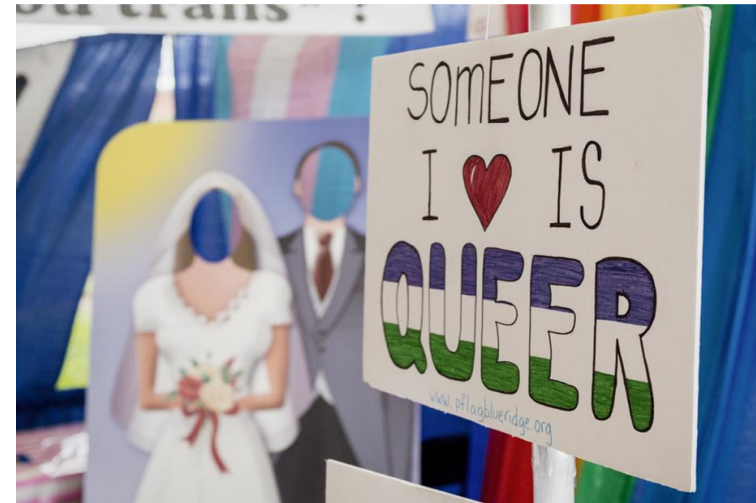
Intersex/differences of sexual development (DSD):
Individuals born with ambiguous genitalia or bodies



Queer

A fluid label/umbrella term that can apply to anyone who:

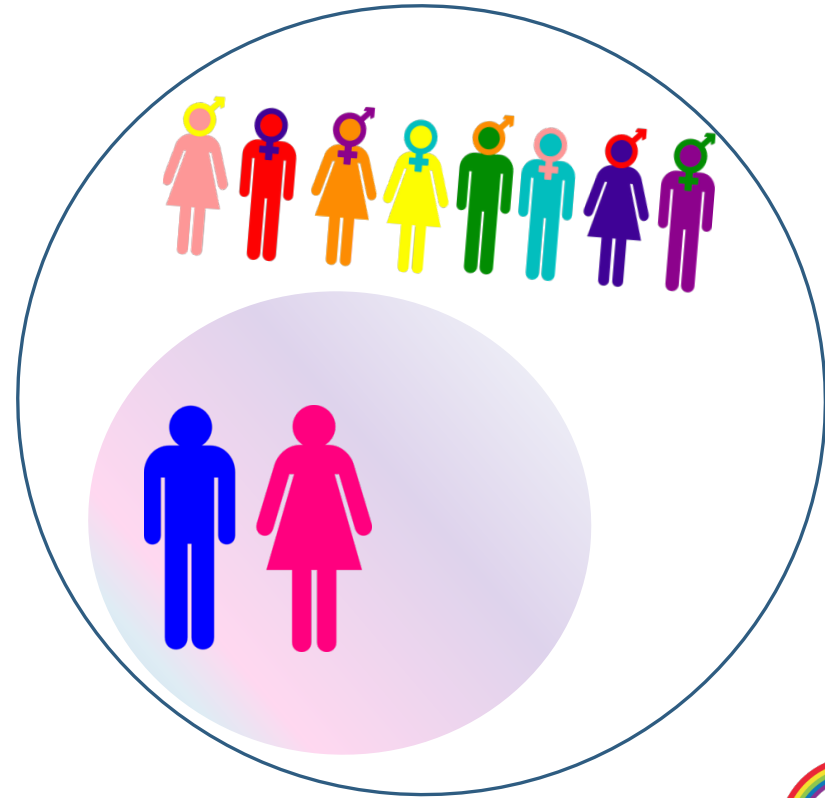
- Feels outside/beyond the gender and/or sexual binary
- Would rather not identify with a particular label
- Is gender fluid



WARNING: While generally acceptable to, and adopted by, younger people, the term may cause discomfort for older LGBT people who remember it as a pejorative, and painful, word.

What is a 'Safe Space'?

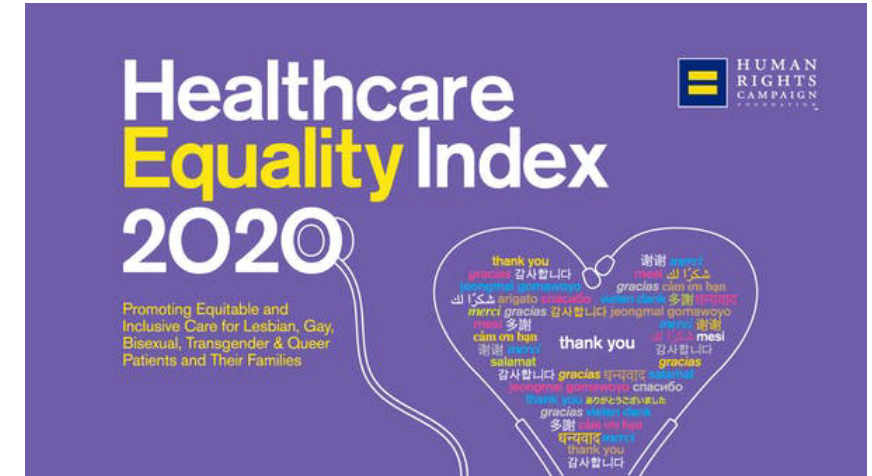
A place or environment in which a person or category of people can feel confident that they will not be exposed to discrimination, criticism, harassment, or any other emotional or physical harm.





Creating a Safe Space

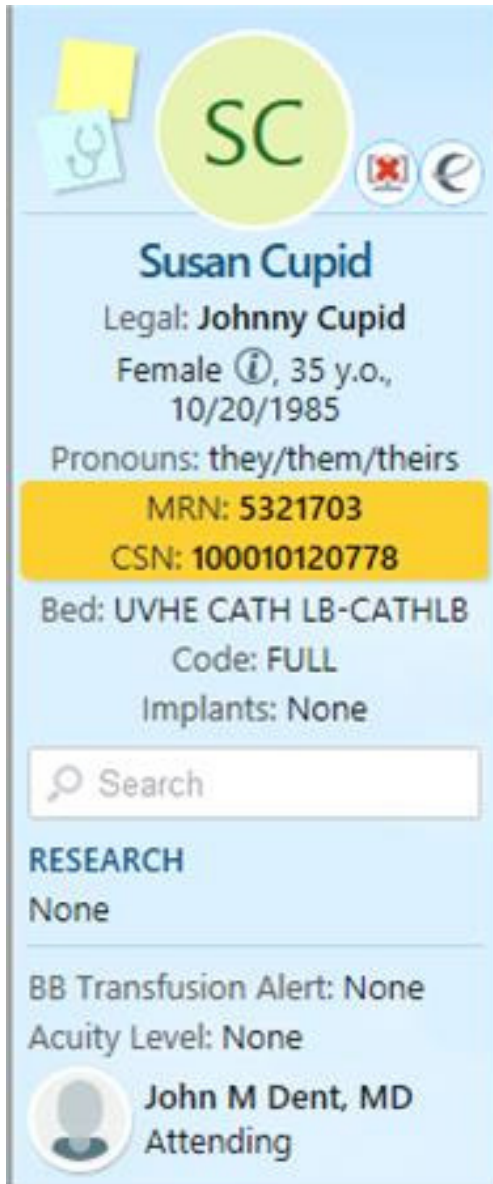
- Forms that allow diverse options (parent or guardian instead of mother or father)
- Pronouns asked by registration, updated in Epic, and **communicated at each handoff** (*labs)
- “Hi my name is X, and my pronouns are Y”
- “Safe Space stickers and pronoun pins”



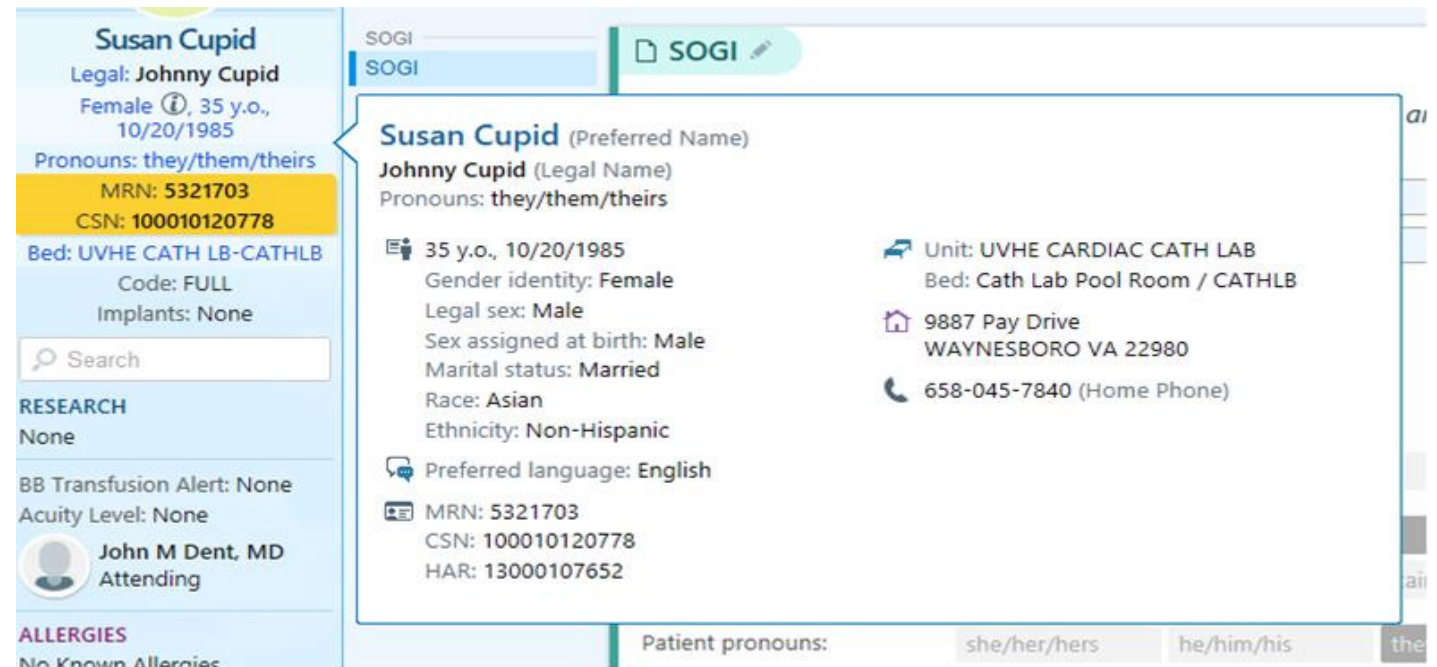
<https://www.vdh.virginia.gov/disease-prevention/disease-prevention/transgender-health-services-support/>

Updating the SOGI form

- SOGI = Sexual Orientation and Gender Identity
- Epic allows LIPs to update the SOGI form
- Once updated, the patient's name will be the large one in blue, the legal name will be under it, then gender identity and pronouns
- NEW at UVA - All patients will be asked name, gender identity and pronouns during registration



Susan Cupid
Legal: Johnny Cupid
Female ⓘ, 35 y.o.,
10/20/1985
Pronouns: they/them/theirs
MRN: 5321703
CSN: 100010120778
Bed: UVHE CATH LB-CATHLB
Code: FULL
Implants: None
Search
RESEARCH
None
BB Transfusion Alert: None
Acuity Level: None
John M Dent, MD
Attending



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Code: FULL
Implants: None
Search
RESEARCH
None
BB Transfusion Alert: None
Acuity Level: None
John M Dent, MD
Attending
ALLERGIES
No Known Allergies

SOGI
SOGI

Susan Cupid (Preferred Name)
Johnny Cupid (Legal Name)
Pronouns: they/them/theirs

35 y.o., 10/20/1985
Gender identity: Female
Legal sex: Male
Sex assigned at birth: Male
Marital status: Married
Race: Asian
Ethnicity: Non-Hispanic
Preferred language: English
MRN: 5321703
CSN: 100010120778
HAR: 13000107652

Unit: UVHE CARDIAC CATH LAB
Bed: Cath Lab Pool Room / CATHLB
9887 Pay Drive
WAYNESBORO VA 22980
658-045-7840 (Home Phone)

Patient pronouns: she/her/hers he/him/his the



Greetings:

“My name is _____, and I use _____pronouns.”

Wait for patient to introduce themselves by their name and pronouns. If they don't say their pronouns then you can ask “What pronouns do you use?”

Sexual history:

“Are you sexually active? With which genders?”

“What parts of your body do you use during sex?”

Reflect the terms the patient uses for their body parts (clarify as needed)

Coming Out

It's not a one time event

Don't Minimize or Discount

Offer support and appreciate

It's no big deal

I don't care

It doesn't matter to me

This is a pretty liberal place

Thanks for sharing that important information about yourself

Making Mistakes

Apologize and move on

Don't ask patient to educate or comfort you

"Gosh, pronouns are so difficult!"

"I didn't mean it!"

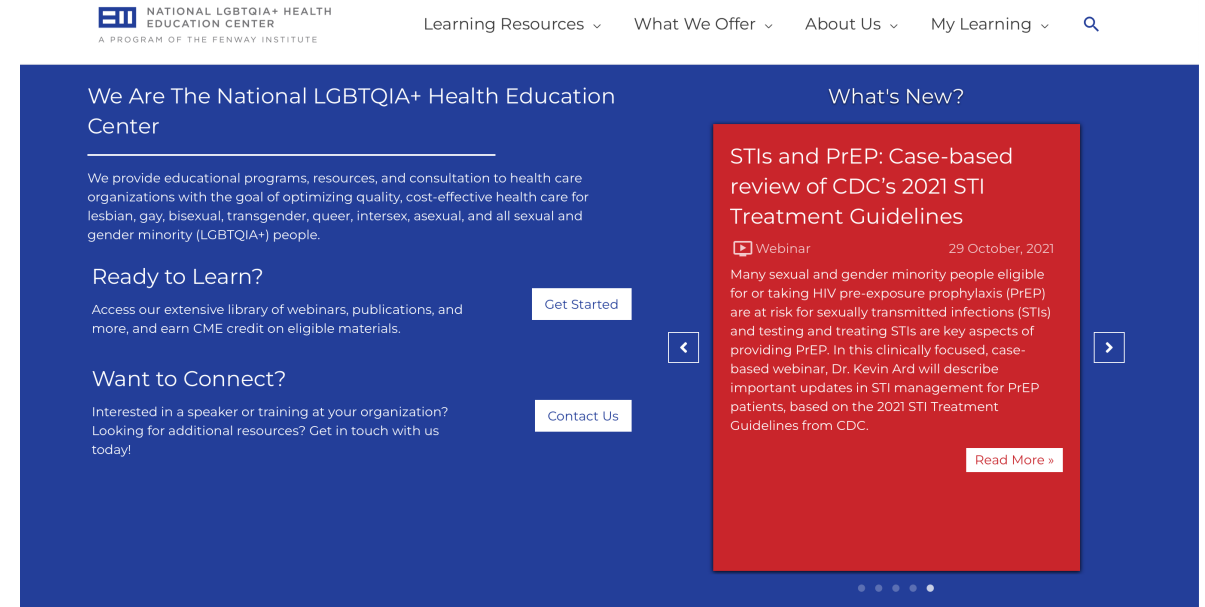
"And I was saying to someone that **he** had a – sorry - **she** had an appendectomy."

For Life Long Learners:



- Four different LGBTQ+ patient scenarios
- Rubrics with competencies and evaluation guidelines for each
- Each game takes 20 min to complete

[Sexual Orientation Gender Identity Nursing Education → Game Links – CAN-Sim](#)

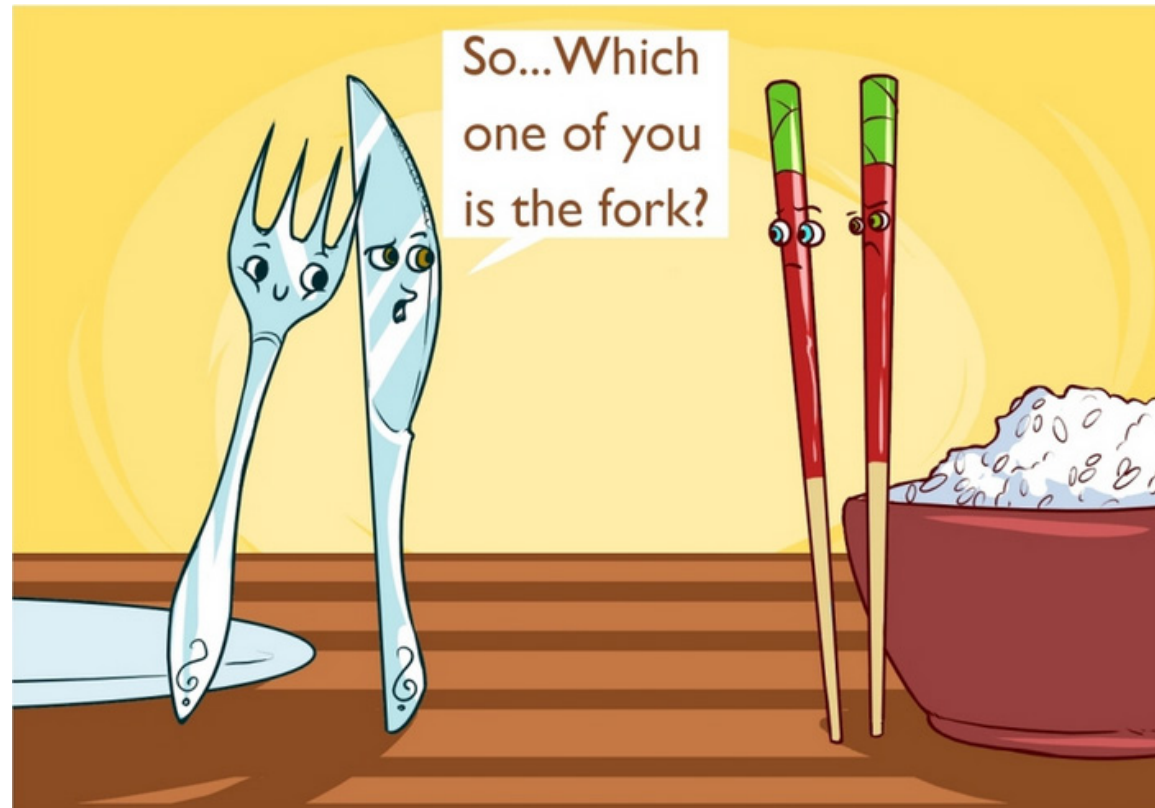


National LGBTQIA+ Health Education Center
With many lectures and webinars for providers
with transcript feature for CME

- The many qMD student who helped develop this presentation over the years



Any other questions?



Heteronormativity

Patient Perspectives

[Voices of Transgender Adolescents in Healthcare](#)

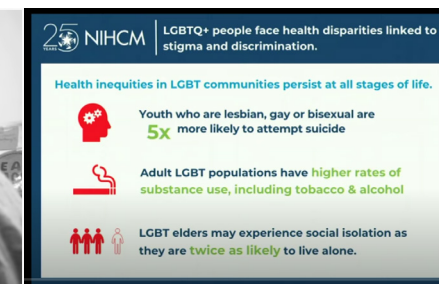
[Addressing Health Disparities in the LGBTQ+ Community](#)

[Vanessa Goes to the Doctor](#)

[We Are Here: A Transgender Training Video for Healthcare Professionals](#)

[To Treat Me, You Have to Know Who I Am](#)

[A Trans Man at the Doctor's | Toby Walker](#)



Resources

LGBTQ+ ORGANIZATIONS TO KNOW

[Equality Virginia](#)

[PFLAG](#)

[Human Rights Campaign](#)

[National Black Justice Coalition](#)

[GLAAD](#)

[National Center for Trans Equality](#)

[National LGBTQ Task Force](#)

[Interact \(intersex\)](#)

SAGE: www.sageusa.org

Guide: [HOW TO BE AN ALLY](#)

YOUTH/EDUCATION

[GLSEN LGBTQ Youth Survey Virginia](#)

[GLSEN Youth of Color Data](#)

[Trevor Project](#)

Side by Side youth support groups

[Campus Pride](#)

PRONOUNS

[Understanding pronouns](#)

[Infographic on gender-specific and gender-neutral pronouns](#)

[Video about what pronouns are / why they matter](#)

TERMINOLOGY

[LGBTQA+ Wiki](#)

[LGBTQ and gender terms](#)

[The BIG LIST of gender identities & terms](#)

[MX - the alternative to Ms/Mr](#)

[Genderbread Person versions & more](#)

Article: [“What’s the Big Deal About Misgendering & Deadnaming?”](#)

Find local businesses/organizations, events, youth programs, more at: [Cville Pride](#)

sage | Advocacy &
Services for
LGBT Elders

We refuse to be invisible

THE **TREVOR** PROJECT
Saving Young LGBTQ Lives



Business & Healthcare

BUSINESS

[Pride Legal - workplace law](#)

[LGBTQ Workplace Inclusion Strategies](#) (Pride at Work)

[LGBTQ Workplace Inclusion Webinars](#) (HRC)

[7 Steps for Creating an Inclusive Workplace](#)

[Equality Means Business](#) - Virginia directory

[Workplace resources from HRC](#)

CREATING POLICIES

[Sample policies and guidance](#)

[Anti-discrimination policy worksheet/info](#)

[How to Initiate a Diversity & Equity strategy](#)

[SHRM on updating policies, 2020](#)

COLLECTING CLIENT/EMPLOYEE DATA

[LGBTQ Self-ID in the Workplace](#) (HRC)

[LGBTQ Self-Identification Programs](#) Webinar (HRC)

LEGAL RESOURCES

[US EEOC](#)

[Lambda Legal](#)

[ACLU](#)

HEALTH

Family Acceptance Project: [Videos & resources for helping families accept their LGBTQ+ children](#)

[Debunking transgender myths videos](#)

[LGBTQ Healthcare Training for Providers](#)

[Mental Illness & LGBTQ Health](#)

[Center for LGBTQ Health Research](#)

[LGBTQ Aging](#)

[Fenway Health](#) (research & best practices)

LOCAL TRANSGENDER HEALTHCARE

The [UVA Transgender Teen Health Clinic Gender Health Clinic](#) for adults

[Transgender Health Services at the Virginia Department of Health](#)

[Transgender services at UVA Student Health](#)

[Transgender Health Alliance of Central Virginia](#)



Media Options

This is by no means an exhaustive list. Rather, these are good introductions to LGBTQ+ stories and culture.

BOOKS

JMRL has a list of books for children and families, too!

Captive Genders
Black on Both Sides A Racial History of Trans Identity.
Becoming a Visible Man
Gender Outlaw
Last Time I Wore A Dress
Redefining Realness
Stone Butch Blues
Trunky (Trans Junky)

TV SHOWS

The Fosters
Pose
Queer Eye
She-Ra

PODCASTS

[12 Podcasts to Listen to](#)
Still Processing

WEBSITES/News

[The Advocate](#)
afterellen.com
afterelton.com
The Root



- <http://www.lgbthealtheducation.org/wp-content/uploads/Building-PCMH-for-LGBT-Patients-and-Families.pdf>
- Molina JM et al. On-Demand Pre-exposure Prophylaxis in Men at High Risk for HIV-1 Infection. NEJM (2015);373:2237-46.
- McCormack S et al. Pre-exposure prophylaxis to prevent the acquisition of HIV-1 infection (PROUD): effectiveness results from the pilot phase of a pragmatic open-label randomised trial. Lancet (2016);387:53-60.
- Association of American Medical Colleges. "The Nuts and Bolts of Caring for and Teaching about Transgender and Gender Nonconforming Youth." (May, 2016). AAMC Videos and Resources. Washington, DC: Association of American Medical Colleges. Available online at: <https://www.aamc.org/initiatives/diversity/460724/thenutsandbolts.html>
- <http://www.aidsmap.com/Almost-certain-case-of-PrEP-failure-due-to-drug-resistance-reported-at-CROI-2016/page/3039748/>
- <http://www.aidsmap.com/Second-case-report-of-PrEP-failure-due-to-drug-resistant-virus/page/3093327/>
- Centers for Disease Control and Prevention; *Preexposure Prophylaxis for the Prevention of HIV Infection in the United States – 2021*; accessed 12-17-21. Available online at: <https://www.cdc.gov/hiv/pdf/risk/prep/cdc-hiv-prep-guidelines-2021.pdf>
- Gates GJ. "How many people are lesbian, gay, bisexual, and transgender?". (April 2011). Los Angeles, CA. The Williams Institute. Available online at: <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Gates-How-Many-People-LGBT-Apr-2011.pdf>
- Wight et al. Same-Sex Legal Marriage and Psychological Well-Being: Findings from the California Health Interview Survey. The American Journal of Public Health (2013); 103:339-346.
- One Colorado Education Fund. *Invisible: the State of LGBT Health in Colorado*. 2011. Available online at: http://www.one-colorado.org/wp-content/uploads/2012/01/OneColorado_HealthSurveyResults.pdf
- Grant JM, Mottet LA, Tanis J, Harrison J, Herman J, Keisling M. [Injustice at every turn: a report of the National Transgender Discrimination Survey](#) [Internet]. National Center for Transgender Equality and National Gay and Lesbian Task Force; 2011 Available online at: