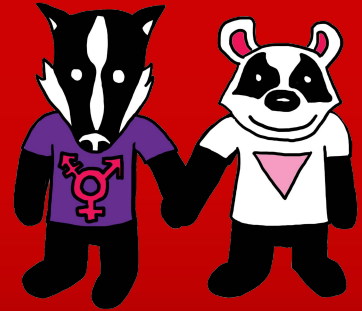


University of Wisconsin–Madison





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LGBTQ+ health & best practice

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Framing the work

Working assumptions

- All teachers & learners
- 'Neutral' can feel negative
- Opening up spaces for engagement

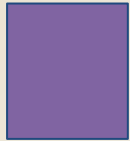
In this space

- Permission to be unpolished
- Respect all levels of learning
- Correction & impact





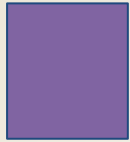
Sex, gender, and attraction



Sex assigned at birth

Male, female, intersex...

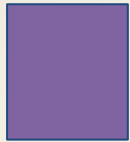
Based on physical characteristics



Gender

Man, woman, nonbinary...

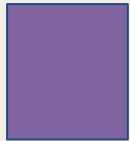
Internal sense of self



Expression

Masculine, feminine, fluid...

Presentation to the outside world



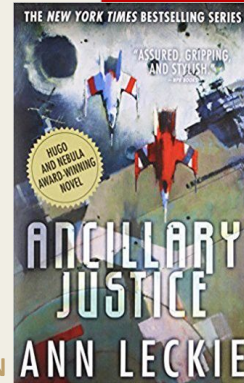
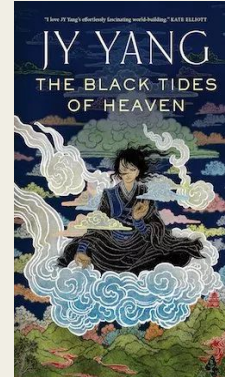
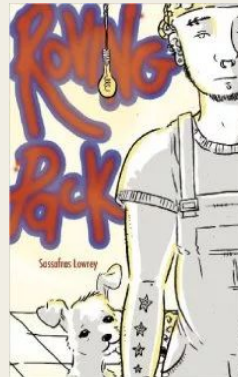
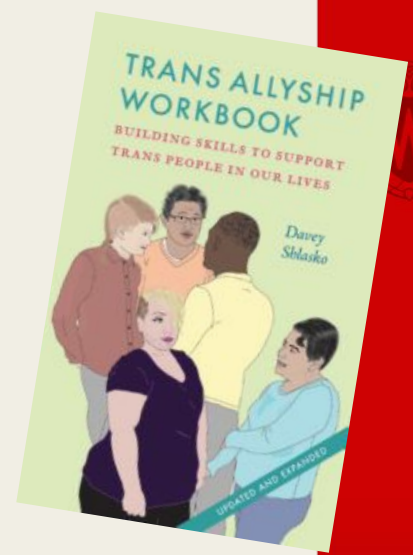
Orientation/attraction

Straight, gay, lesbian, bi, pan, queer, asexual...

- All independent of each other and no one defines another
- All exist on a continuum or spectrum, breaking the concept of the binary
- Self-determination is the priority- white colonial model

Names & pronouns

- Pronouns are one of many inclusion tools
- We're in the Midwest- correction is important
- Homework & practice
 - practicewithpronouns.com
 - Minus18 pronouns app
 - Trans Allyship Workbook
 - Creative practice:
 - Novels
 - Youtube



In health systems

LGBTQ+ patients are:

- Less likely to have health insurance
- Less likely to trust care
- More likely to feel powerless in a provider/client situation
- More likely to delay accessing care
- More likely to be affected by compounding minority stress



Providers are:

- Unlikely to receive comprehensive LGBTQ or trans education
- Often embedded in homophobic & transphobic systems
- Less likely to have supervisors supportive of inclusion initiatives
- LGBTQ+ providers can be invisible to clients



Trans health context

Some patterns

- #TransHealthFail
- Trans broken arm syndrome



LGBTQ-led services

- Howard Brown Health Center
- Fenway Health
- Callen-Lorde
- LA LGBT Center-Pharmacy



LA LGBT Center Pharmacy



- Private consultations with staff members who can answer your questions about medications, especially HIV-drug regimens and side effects
- Free, confidential delivery in California
- An automated phone system that allows you to order refills at any time
- On-site assistance in English, Spanish, Russian, and Thai
- Free validated parking at next door parking lot



Some language markers

- 'trans' as adjective (trans clients, youth, etc)
- ☐ Referring to specific genders or groups ☐
 - People of all genders
 - All self-identified women/men ☐
- Referring to people you don't know ☐
 - Partner/date/sibling/parent... ☐
- Restrooms: know how to direct
 - And know new restroom policy! ☐
- Being reflexive: reflect whatever language the person uses





Instructional tools

- Inclusive scenario-building and in-class examples
- Complicate the binary when discussing sex-specific health- more specific is more accurate
- Check male/female language- “lactating patients,” “patients with cervixes”
- Normalize but do not compel pronoun sharing
- Learn from non-textbook sources to keep up to date on terminology





Needs by age

LGBTQ elders

- Part of HIV/AIDS-affected cohort
- Stigma, discrimination, and violence across lifespan
- Less likely to have children/receive care from adult children
- Unlikely to be allowed to share space in care facilities

LGBTQ youth

- Overrepresented in homeless population
- Low education on right to consent to healthcare
- Low access to confidentiality
- Low access to willing providers re: medical transition

Voices of Trans Adolescents in Healthcare



LGBT Aging: Two stories





Interventions

Anywhere

- Practice vocab, apology, and correction
- Knowing where to learn more
- Checking own biases & growth edges
- Model behavior for others

Clinical environment

- Welcoming environment
- Working with/around forms & data collection
- Taking health history
- Referrals
- Intervening with & supporting colleagues
- Policy & practice advocacy



Some resources

- Fenway Health
 - fenwayhealth.org
- UC San Francisco Center of Excellence- courses
 - transhealth.ucsf.org
- UW Health course
- #TransHealthFail
- GSCC site- health resources
 - lgbt.wisc.edu



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