



Tomorrow's Doctors, Tomorrow's Cures

Understanding the Alphabet: LGBT 101

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Learn

Serve

Lead



Association of
American Medical Colleges

OBJECTIVES

- Describe terminology that may be used by LGBT patient communities.
- Identify strategies for creating a welcoming space for LGBT patients, colleagues and co-workers.

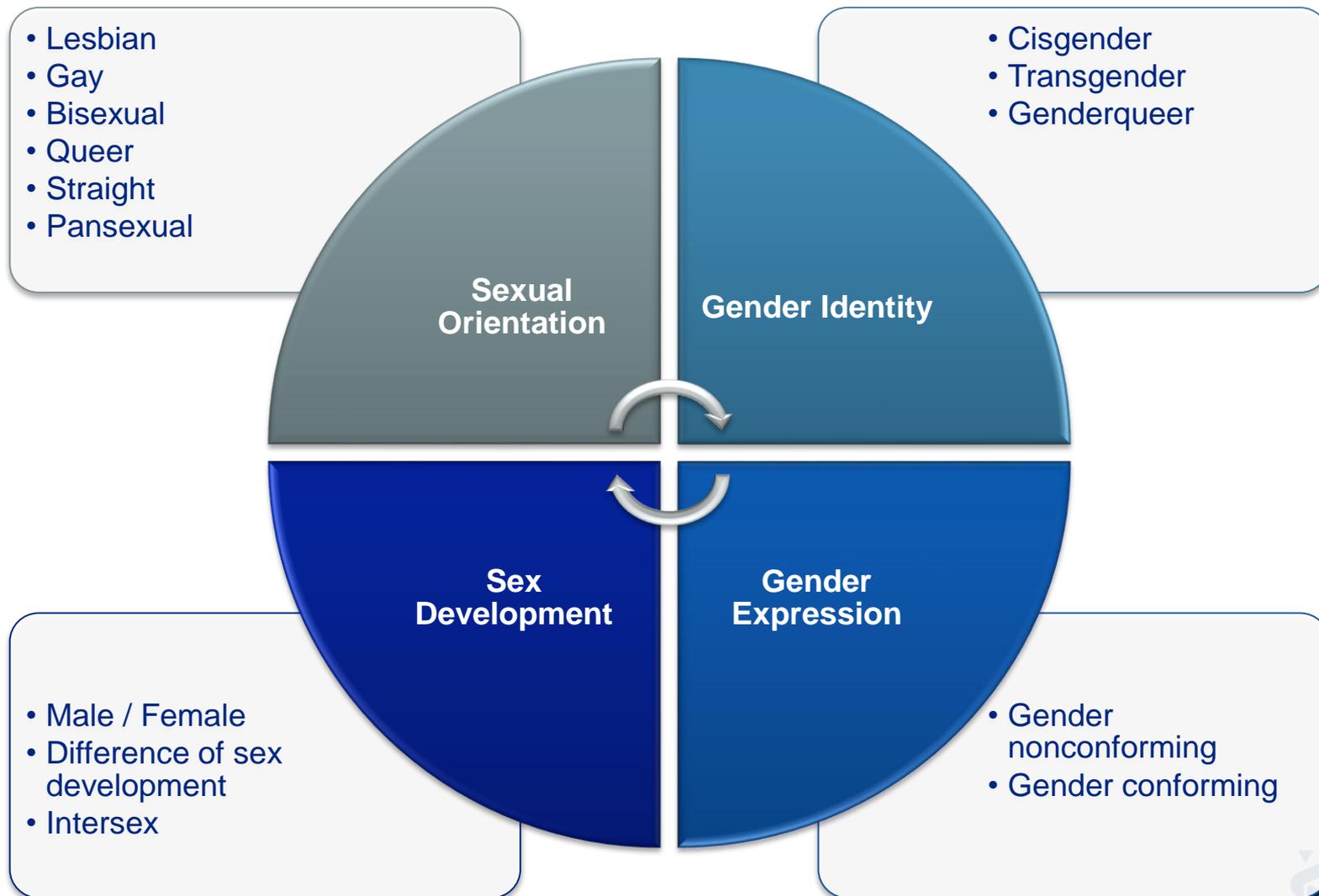
To Treat Me You Have to Know Who I Am



<https://www.youtube.com/watch?v=NUhvJgxgAac>

10 minutes

ALPHABET 101: Respect and utilize the language individuals use to describe themselves



OVERVIEW: TERMINOLOGY

SEX

Biology and anatomy that determines if a person is 46,XY (“male”), 46,XX (“female”), or another karyotype

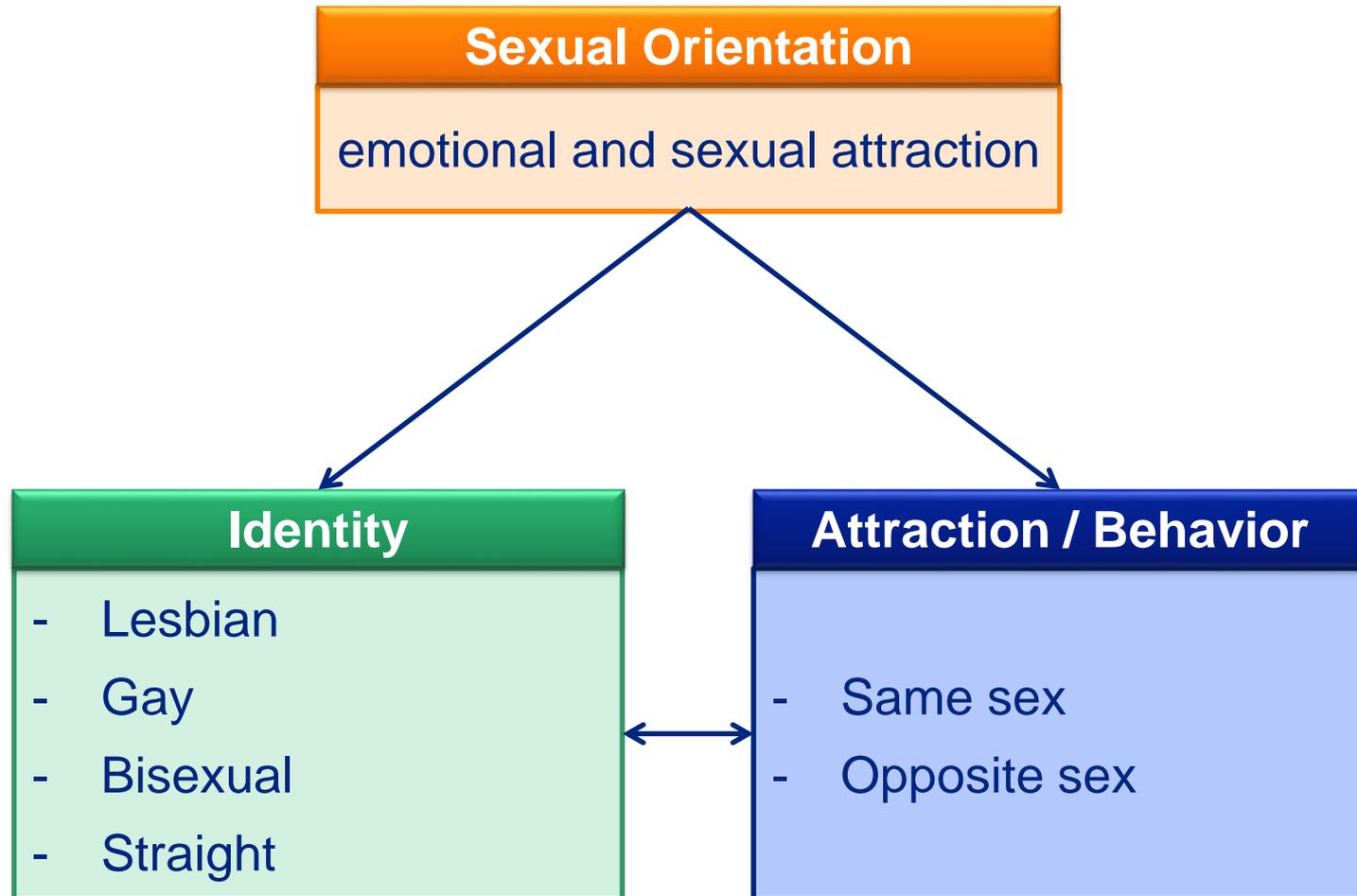
GENDER

Set of culturally-defined physical, biological, mental, and behavioral characteristics ascribed to a binary of “masculinity” and “femininity”



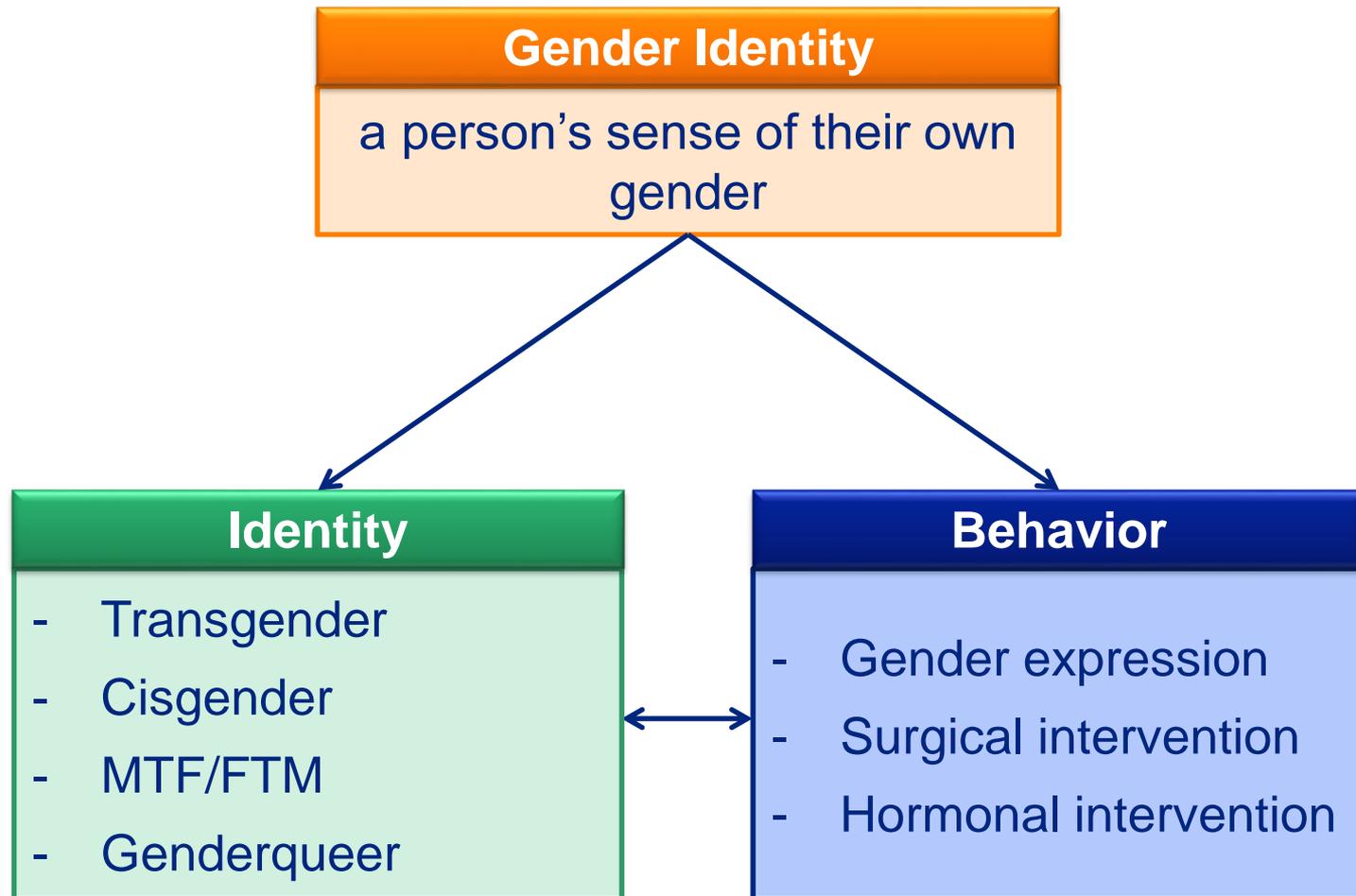
Source: Eckstrand K, Davis, J. A Leader's Role in Addressing LGBT Health in Academic Medicine. Association of American Medical Colleges: Washington, DC. 2014. Available online at www.aamc.org/axis.

OVERVIEW: TERMINOLOGY



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Pride Flags



CREATING A WELCOMING CLINICAL CLIMATE

Assure patient forms and paperwork are inclusive and allow for patients to self-identify.

Avoid assumptions about sexual orientation and gender identity

- Remember that gender identity and sexual behavior may change over time
- Do not assume that a patient's gender identity and/or sexual behavior is (are) the same since the last visit

CREATING A WELCOMING CLINICAL CLIMATE

Ask individuals how they wish to be addressed and what pronouns they use to refer to themselves.

Use the same language to refer to an individual's significant relationship as that individual uses.

- For example, if a patient refers to their “partner,” use “partner” as well. Do not refer to the partner as “friend” or “spouse” or other term.

Maintain confidentiality, as you should with all patients.

CREATING A SAFE SPACE: *Your Nondiscrimination Policy*

1. Make nondiscrimination your policy.
2. Provide a copy of your nondiscrimination policy to patients.

CREATING A SAFE SPACE: *Your Nondiscrimination Policy*

3. Display your nondiscrimination policy prominently. AMA Guidelines:

- **H-65.976** Nondiscriminatory Policy for the Health Care Needs of the Homosexual Population
- **D-65.996** Nondiscriminatory Policy for the Health Care Needs of the Homosexual Population
- **H-65.983** Nondiscrimination Policy
- **E-10.05** Potential Patients

EASY WINS: START WITH THE BASICS

- Sexual orientation and gender identity/expression in **employee and patient non-discrimination policies**
- Comprehensive **visitation and decision-making** rights
- Methods for assessing **compliance with reporting - and handling of - policy transgressions**
- **Seeking input from experts** (e.g. formation of an LGBT advisory committee) to support decision-making across the institution



EASY WINS: FACULTY/EMPLOYEES

- **Domestic partner benefits** equivalent to spousal benefits
- **Recognition of “family”** equivalent to spousal benefits including sick/maternity leave, tuition remission, etc.
- **Insurance coverage** of medical procedures (transition-related care, HRA, etc.)
- **Hiring policies** recognizing strength of diversity
- **LGBT advocates** across the medical center and human resources
- LGBT employee **resource or affinity group**



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EASY WINS: STUDENTS

- **Visible support** of diversity including LGBT
- **LGBT-specific support services**
- Methods to **share LGBT status** on application
- **Consideration of LGBT as a strength** during admissions decisions



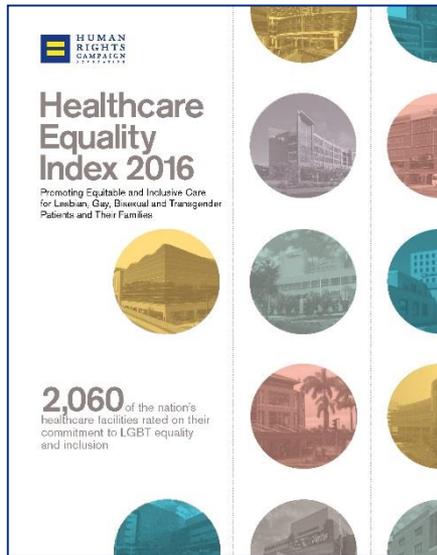
EASY WINS: HOSPITALS

- **Confidentiality prioritized** for LGBT youth
- **Inclusive education for students/faculty/staff** on LGBT health needs to support patient care
- **Safe Space training** for faculty to gain experience on working with LGBT patients
- **Visibility** of clinicians with LGBT practice focus
- **Community** interaction

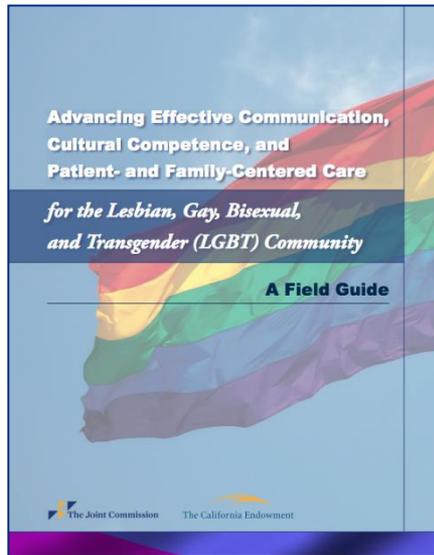


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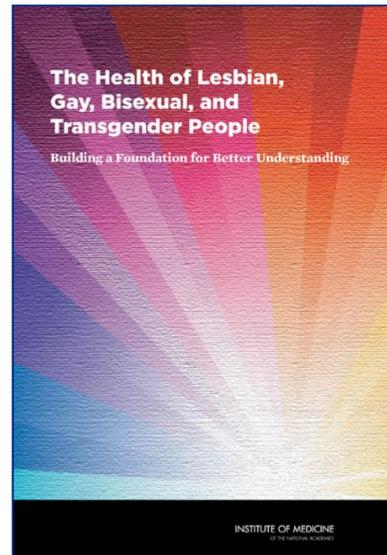
NATIONAL RESOURCES



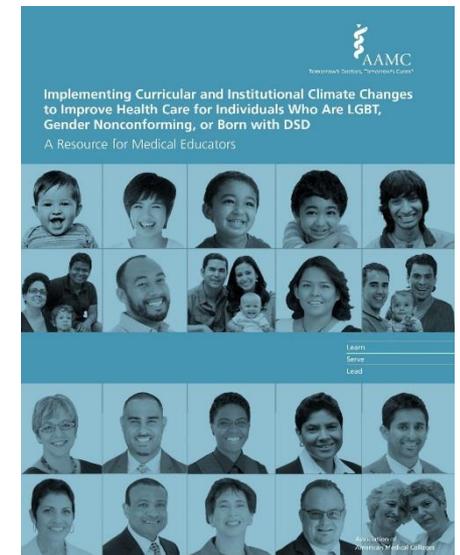
www.hrc.org/hei



www.jointcommission.org/lgbt



www.iom.edu



www.aamc.org/lgbtdsd



www.glma.org



www.thefenwayinstitute.org

Modified from: Eckstrand K, Davis, J. A Leader's Role in Addressing LGBT Health in Academic Medicine. Association of American Medical Colleges: Washington, DC. 2014. Available online at www.aamc.org/axis.



AAMC Advisory Committee Resources

Faculty Development Video Series



Available online at:
www.aamc.org/axis

Part 1:
Definition of Key Terms



Implementing Curricular and Institutional Climate Changes to Improve Health Care for Individuals Who Are LGBT, Gender Nonconforming, or Born with DSD
A Resource for Medical Educators



Medical Education Guide



Clinical Vignettes

Questions?

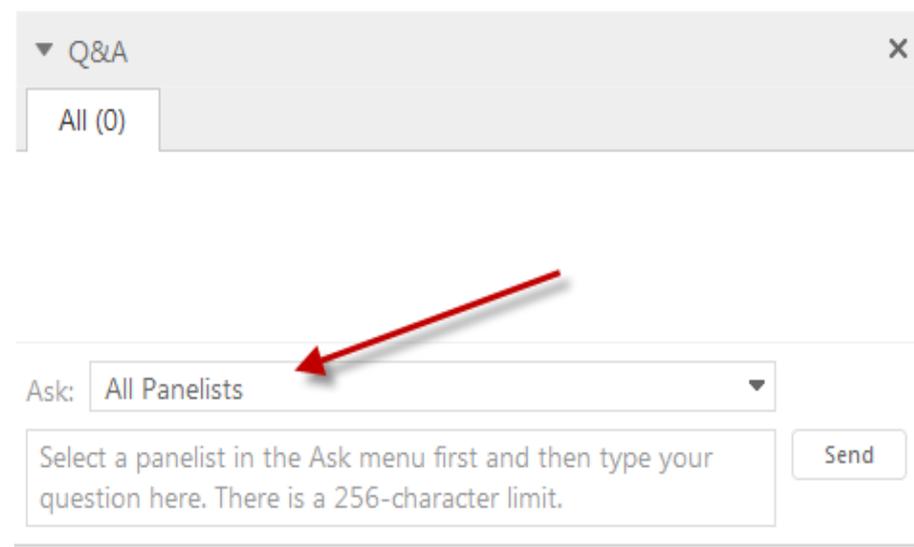


Sana Loue



Cameron Crandall

Please use the [Q&A panel](#) located on the right side of your screen to submit your questions. Send your questions to “All Panelists.”



Q&A

All (0)

Ask: All Panelists

Select a panelist in the Ask menu first and then type your question here. There is a 256-character limit.

Send



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