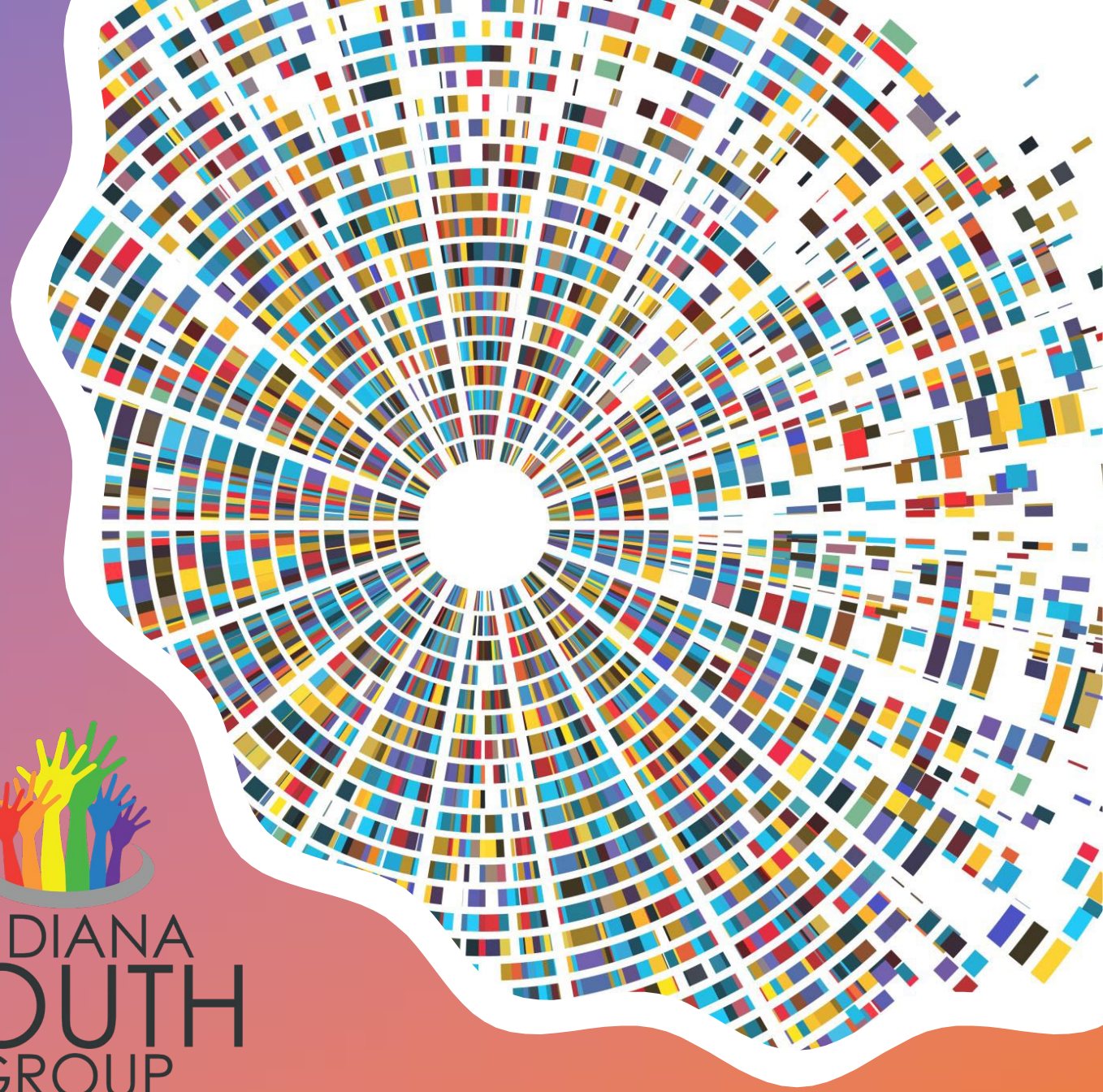




# LGBTQ+ 101 and Our Healthcare Community

*Angie Tarr BS, RN (She/ Her)*







## Angie Tarr BS, RN

- Acute Care, Bedside Nurse for 13 Years
- Clinical Nurse Educator
- High School and College Educator
- Member of the LGBTQ+ Community
- Outreach and Education for Indiana Youth Group (IYG)





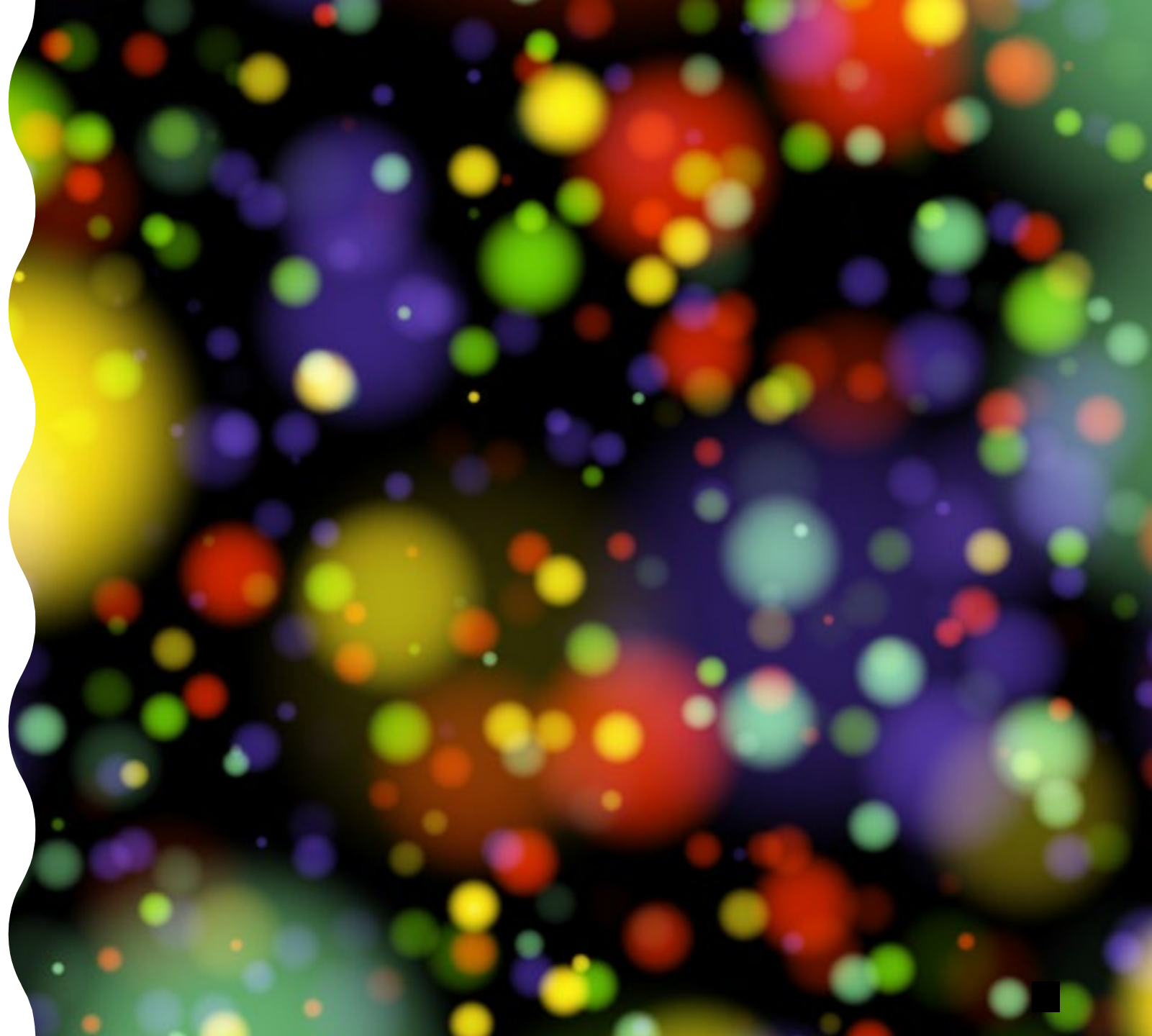
# Group Agreements

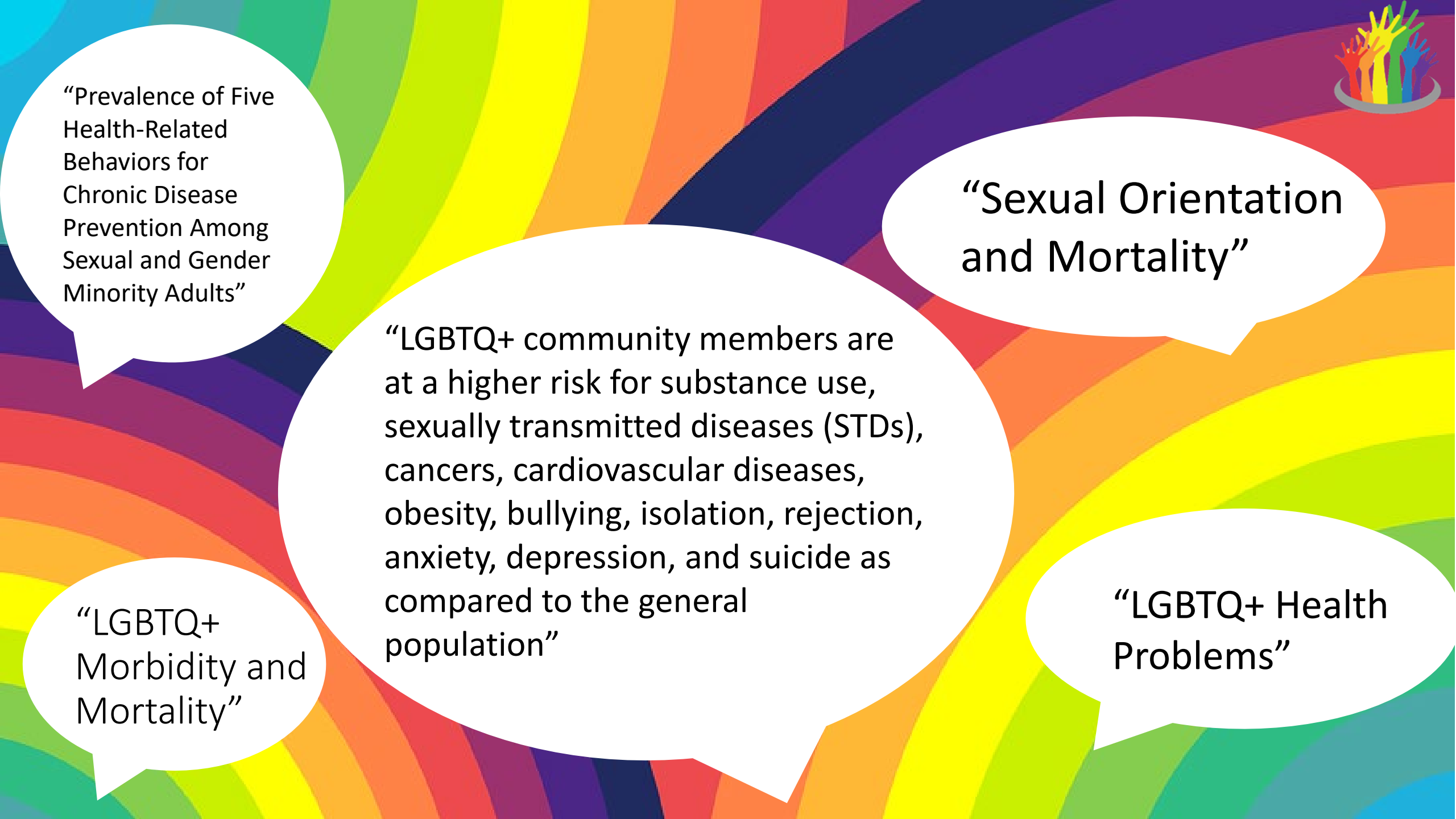
- Listen to understand
- Challenge ideas, not people
- Everyone has learned –isms
- Feelings are valid, even if they are informed by inaccurate ideas
- Safer space





Why are  
we still  
talking  
about this?





“Prevalence of Five  
Health-Related  
Behaviors for  
Chronic Disease  
Prevention Among  
Sexual and Gender  
Minority Adults”

“Sexual Orientation  
and Mortality”

“LGBTQ+ community members are  
at a higher risk for substance use,  
sexually transmitted diseases (STDs),  
cancers, cardiovascular diseases,  
obesity, bullying, isolation, rejection,  
anxiety, depression, and suicide as  
compared to the general  
population”

“LGBTQ+  
Morbidity and  
Mortality”

“LGBTQ+ Health  
Problems”



- Transgender and nonbinary youth face an elevated risk for depression, thoughts of suicide, and attempted suicide compared to youth who are cisgender and straight, including cisgender members of the LGBTQ+ community.
- A 2020 peer-reviewed study by The Trevor Project's researchers, published in the Journal of Adolescent Health, found that transgender and nonbinary youth were 2 to 2.5 times as likely to experience depressive symptoms, seriously consider suicide, and attempt suicide compared to their cisgender LGBTQ+ peers.






*Stigma* – a stain or reproach as on one's reputation

“Research demonstrates that LGBTQ+ individuals face health disparities linked to **societal stigma, discrimination, and denial of their civil and human rights**. They are societally marginalized into higher health-risk categories.”

<https://www.healthypeople.gov/2020/topics-objectives/topic/lesbian-gay-bisexual-and-transgender-health>





A background image showing numerous water droplets of varying sizes on a glass surface, likely a window. The droplets are more concentrated on the left side and become sparser towards the right. The background behind the glass is blurred, showing hints of green foliage and a bright light source, possibly the sun, creating a soft, out-of-focus effect.

**In the United States alone,  
an estimated 1.4 million  
people identify as  
transgender, and a further  
1.2 million adults ages 18-60  
identify as nonbinary (7.8%  
of our population).**

<https://www.medicalnewstoday.com>



- The average life expectancy of queer/trans person of color (QTPOC) in North America is 33 years old.





**African American transgender and nonbinary youth report disproportionate rates of suicide risk — with 59% seriously considering suicide and more than 1 in 4 (26%) attempting suicide in the past year.**

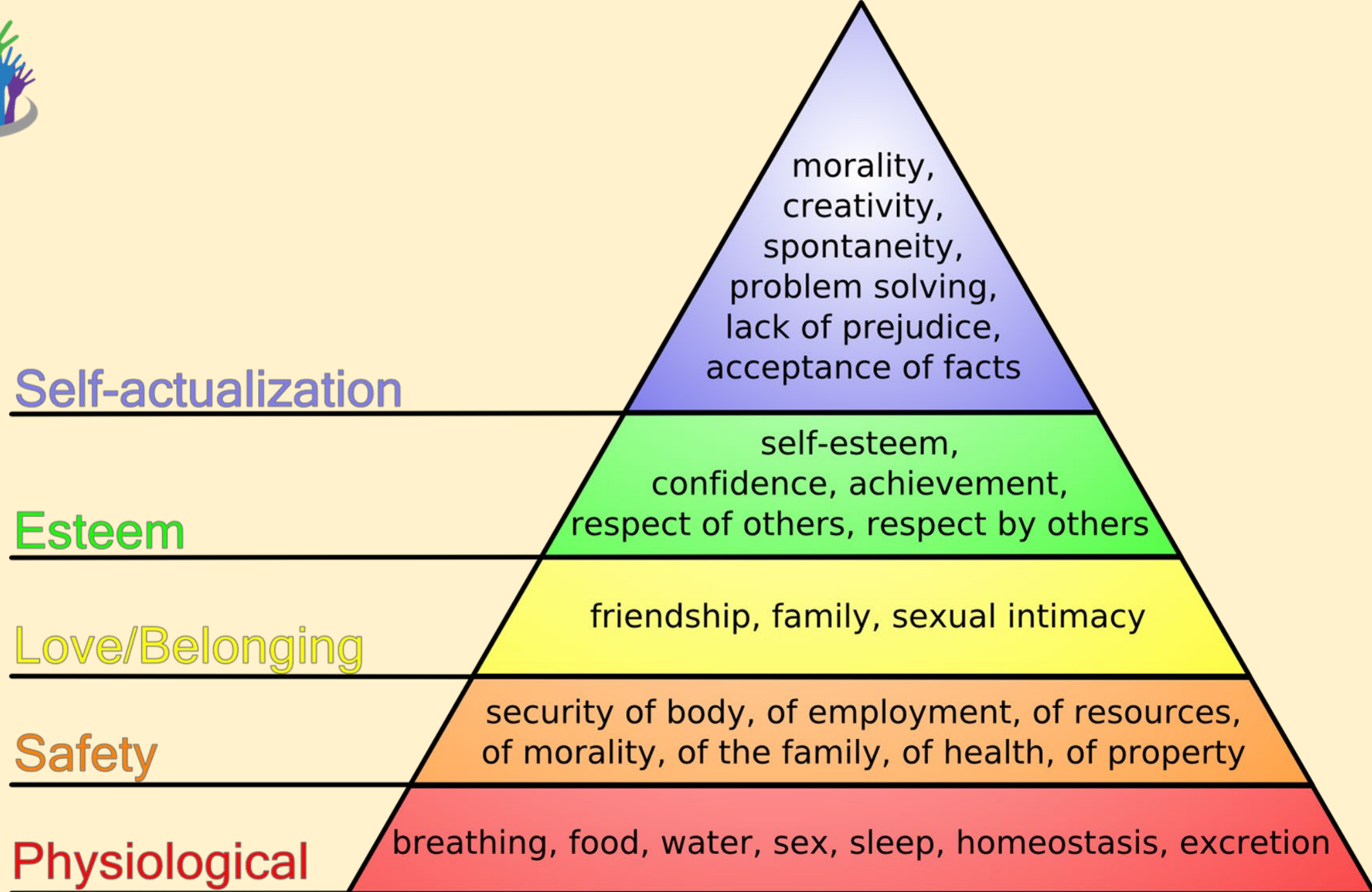
**These disparities highlight the devastating impacts of historical and ongoing oppression and trauma inflicted on Black, Indigenous, and people of color.**



# Abraham Maslow's Hierarchy of Needs









# Maslow's Hierarchy of Needs

- 31% of LGBTQ+ people surveyed report not seeking medical treatment because of fear of discrimination.

- 64% of LGBTQ+ people surveyed confirmed that one of the 5 main barriers identified have prevented them from seeking medical care.

- What Are the 5 Main Barriers?

Self-actualization

Esteem

Love/Belonging

Safety

Physiological

morality,  
creativity,  
spontaneity,  
problem solving,  
lack of prejudice,  
acceptance of facts

self-esteem,  
confidence, achievement,  
respect of others, respect by others

friendship, family, sexual intimacy

security of body, of employment, of resources,  
of morality, of the family, of health, of property

breathing, food, water, sex, sleep, homeostasis, excretion



# 5 Systemic Barriers for the LGBTQ+ Community in Healthcare

- Poor treatment/provider insensitivity
- Problems with the physical environment and climate of services
- Issues with the availability of services
- Issues with appropriateness of services
- Lack of provider competence in transgender care

(Romanelli & Hudson, 2017)





# Individual-Level Barriers

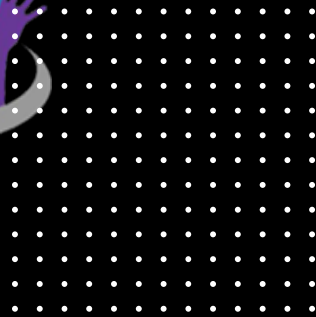
Level of self-advocacy skills

Knowledge on how to find affirmative providers

Feelings of shame and being unable to talk about one's gender, sex, or sexuality

Expectations of stigma-related consequences of treatment


(Romanelli & Hudson, 2017)





# BEST PRACTICE





# Who is a member of the LGBTQ+ Community?

---







**Whoever says that they are.**

# Stop Saying These Things

- FTM
- MTF
- Transvestite
- Tranny
- “What’s your REAL...”
- Biological sex
- Preferred name
- Preferred pronouns
- Hermaphrodite





# LGBTQ+ Competent Terminology

Gay  
Lesbian  
Bisexual  
Pansexual  
Straight  
Queer  
Cisgender  
Transgender  
Gender  
Sex Assigned at Birth  
Intersex

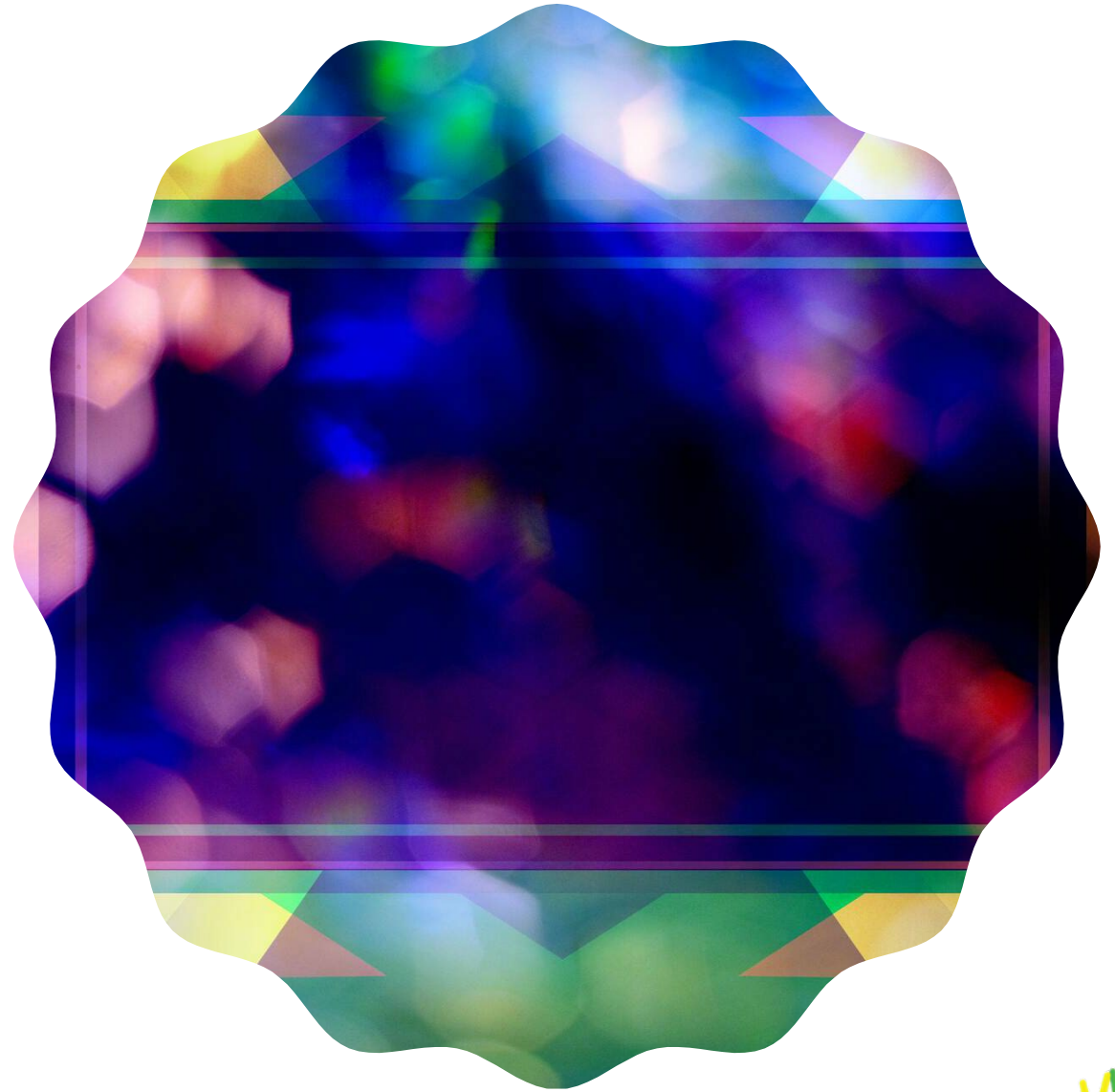


# Gender vs. Sex Assigned at Birth

- Sex Assigned at Birth:

*"Sex is assigned at birth, refers to one's biological status as either male or female, and is associated primarily with physical attributes such as chromosomes, hormone prevalence, and external and internal anatomy."*

*American Psychological Association.*







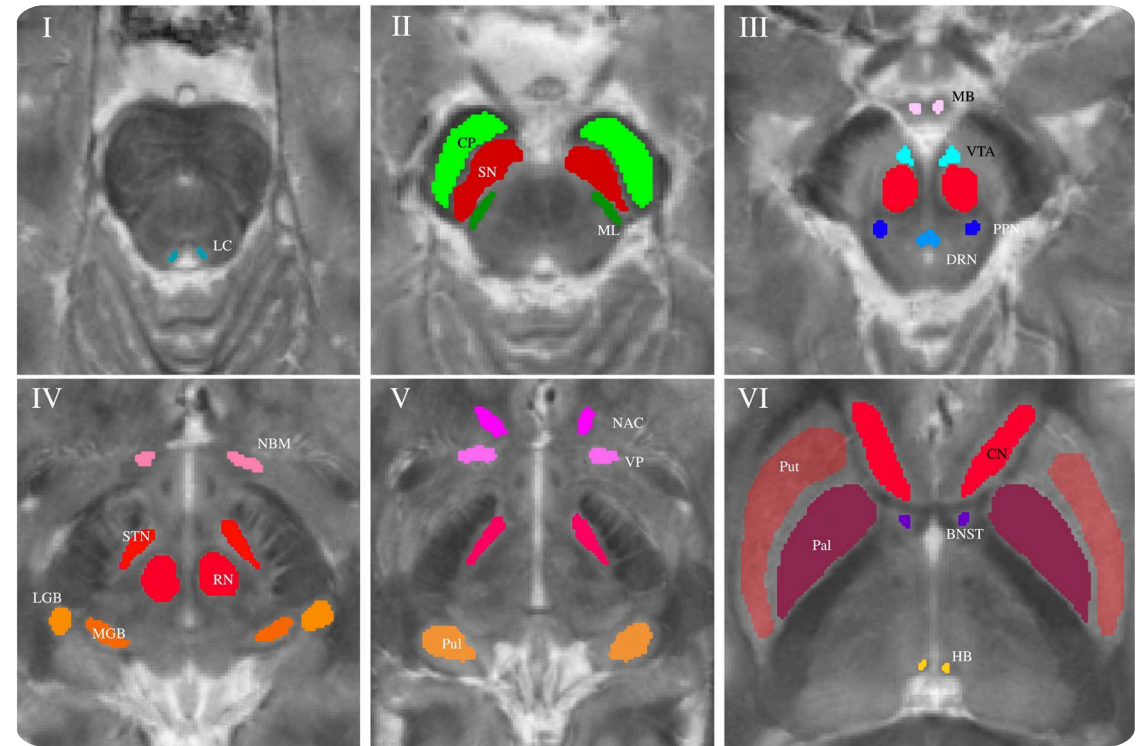
**“Gender refers to the attitudes, feelings and behaviors that a culture associates with a person's sex assigned at birth, according to the American Psychological Association. In other words, gender is a social construct and a social identity.” *American Psychological Association.***





# Cisgender

- Denoting or relating to a person whose self-identity aligns with the gender that corresponds to the sex they were assigned at birth; not transgender.





# TRANSGENDER

- Someone whose self-identity does not align with the gender that corresponds to the sex they were assigned at birth; some may want to take measures to align them.

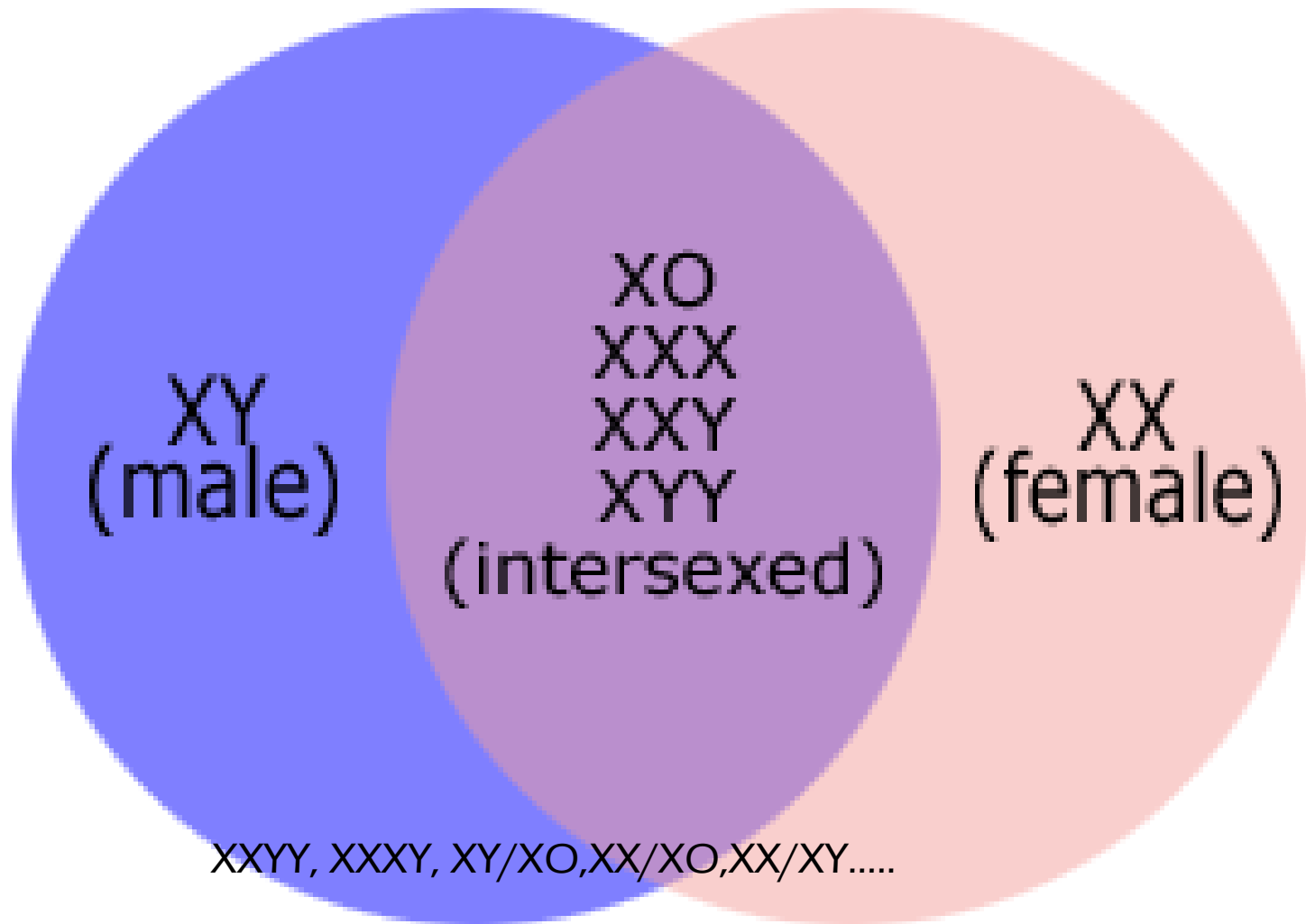


# Non-binary

- A person whose self-identity is outside the binary of 'man' or 'woman'.

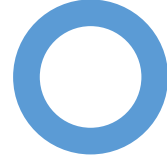
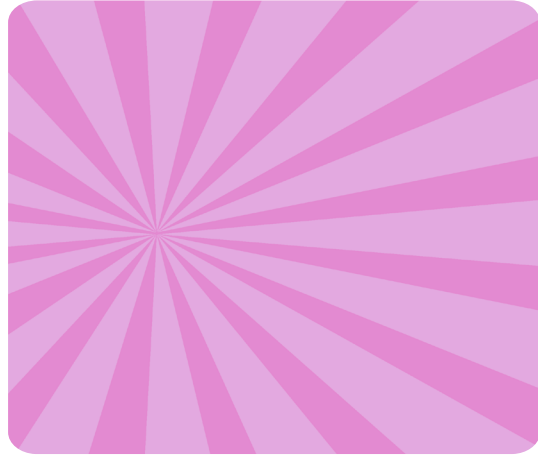






## Intersex

- Intersex people are individuals born with any of several variations in sex characteristics including chromosomes, gonads, sex hormones, or genitals.



- 1.8% of the population is intersex.
- 1.8% of the population also has red hair and green eyes.



theirs

zim

their 

her

ze

she

his

# PRONOUNS

xe

they

them

xim

hers

xey

him

he



GENDERED	<u>SUBJECT</u>	<u>OBJECT</u>	<u>POSSESSIVE</u>	<u>PRONUNCIATION</u>
	she	her	hers	shee, her, herz
GENDER-NEUTRAL	he	him	his	hee, him, hiz
	they	them	theirs	thā, them, therz
	ze	hir	hirs	zhee, here, heres zhee, zhere, zheres zhee, zhem, zheres
	ze	zir	zirs	
	xe	xem	xyrs	

NEO-PRONOUNS







1. Understand that most LGBTQ+ community members have a complex trauma history.
2. Use non-gendered language when discussing people's relationships.
3. Understand the spectrum of transgender expression.
4. Remaining as current as possible regarding the latest nomenclature used by these communities and relying on asking patients for guidance when confused or uncertain.
5. Inquiring about a person's gender, sex assigned at birth, and pronouns is not weird, awkward, or nosey, if in your role you need this information. Never do this to appease your curiosity.
6. Make no assumptions about a person's gender, sex or sexual orientation. Just ask, respectfully, but do not make educating you their emotional burden.





Creating a safer space for our LGBTQ+ patients reduces fear and anticipatory anxiety.

**AND**

Reducing fear and anticipatory anxiety in LGBTQ+ patients promotes feelings of safety and trust.

**Therefore**

Encouraging LGBTQ+ community members to engage in preventative care and seek medical interventions when needed, not waiting until things become emergent or turn into a chronic condition.

This shows us that...(next slide)...





*Continue to educate  
yourself and create a  
culture of respect.*

“I will not be ashamed to  
say, "I know not," nor will I  
fail to call in my colleagues  
when the skills of another  
are needed for a patient's  
recovery.”- *The Modern  
Hippocratic Oath*



**Thank you for  
your time and  
attention**

**QUESTIONS?**



**INDIANA  
YOU  
GROUP**