

Integrating LGBTQIA2S+ Cultural Care Concepts within Nursing Curriculum

Dr. Jessica Huber
&
Dr. Laura Smith

Background & Problem

- LGBTQIA2S+ (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Two-Spirit, Plus) people experience healthcare disparities due to social stigma and discrimination
- Nursing faculty report feeling unprepared & uncomfortable with LGBTQIA2S+ cultural care concepts; resulting in curriculum gaps

Aim & Objectives

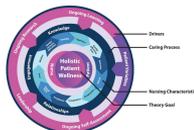
Aim: Assess and educate nursing faculty on Knowledge, Attitudinal Awareness, and Clinical Preparedness comfort level with LGBTQIA2S+ cultural care concepts

Objectives:

- Identify gaps in LGBTQIA2S+ cultural care concepts within healthcare
- Provide training to nursing faculty

Theoretical Framework

Rivera's Gender
Affirming Nursing Care
(GANC) Mode



Methodology

- **Measures:** Knowledge, Attitudinal Awareness, and Clinical Preparedness self-perceived subscales using the Lesbian, Gay, Bisexual, and Transgender Development of Clinical Skills Scale (LGBT-DOCSS)
- **Analysis:** Descriptive statistics paired *t-test*

Training Intervention

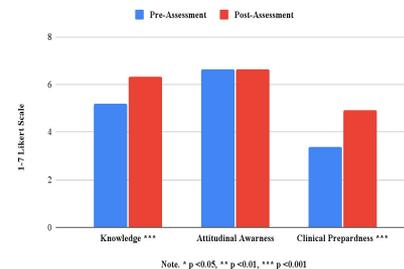
- Core vocabulary, pronoun guide
- Privilege for Sale activity
- Blind Spot: Implicit Association Test
- Virtual simulation
- Panel discussion
- LGBTQ+ Libguide (repository)



Results

Twenty-one ($n = 21$) participants

LGBT-DOCSS Pre- & Post- Assessment



Knowledge	5.20 (SD = 1.09)	6.31 (SD = 0.77) ***
Attitudinal Awareness	6.64 (SD = 0.61)	7.31 (SD = 2.82)
Clinical Preparedness	3.37 (SD = 1.33)	4.91 (SD = 1.12) ***

Highest Percentage of Demographics:

- 31-40 years old ($n = 7$, 33.33 %)
- Women ($n = 14$, 66.67%)
- Assistant Professor ($n = 8$, 38.10%)
- Straight/Heterosexual ($n = 19$, 90.48%)
- Doctorate Degree ($n = 9$, 42.86%)
- White ($n = 18$, 85.71%)

Discussion

- Statistically significant change in faculty Knowledge and Clinical Preparedness levels after Safe Zone Training
- Attitudinal Awareness - no change - possibly related pre-existing acceptance to equity, diversity, and inclusion (EDI) topics
- This is just one example of cultural fluency workforce development that is critical in both academia and clinical practice
- **How could your organization utilize the Safe Zone curriculum for professional workforce development training?**

References & QR Codes

Sigma Repository:

<http://hdl.handle.net/10755/23543>

Acknowledgements

Project Chairs: Dr. Chris Kemnitz & Dr. Lisa Starr

Project Sponsors: Lori Lindgren & Maryn Hakes

Panelists: Lindzi Campbell-Rorvick, Maryn Hakes, Erik McIntosh, & Wes Samuelson

Remembrance of: Diona Johnson

Subject Matter Experts: Internal and External Stakeholders



The College of
St. Scholastica