

Advocacy Training in Healthcare Curriculum

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Background

- LGBT youth are 2 to 3 times more likely to attempt suicide.
- LGBT youth are more likely to be homeless.
- Lesbians are less likely to get preventive services for cancer.
- Gay men are at higher risk of HIV and other STDs, especially among communities of color.
- Lesbians and bisexual females are more likely to be overweight or obese.



Background

- Transgender individuals have a high prevalence of HIV/STDs, victimization, mental health issues, and suicide and are less likely to have health insurance than heterosexual or LGB individuals.
- Elderly LGBT individuals face additional barriers to health because of isolation and a lack of social services and culturally competent providers.
- LGBT populations have the highest rates of tobacco, alcohol, and other drug use.



Advocacy Program

- The Advocacy Program™ was developed to teach faculty and students how to provide culturally sensitive care to LGBTQ+ patients.
- Integrate components of psychosocially safe spaces during all training sessions.
- Teach respectful communication skills in obtaining medical histories, and providing culturally competent care for all individuals, families, and communities.



Goals

- Provide diversity educational and training programs for different specialties.
- Integrate components of psychosocially safe spaces during all training sessions.
- Teach respectful communication skills in obtaining medical histories, and providing culturally competent care for all individuals, families, and communities.
- Continue partnership with Out Alliance and Safe Zone® to conduct training to non-healthcare agencies.



Interventions

- Understanding the Need
- “I treat everyone the same”
- Introductions
- Vocabulary Match up Game
- Creating Inclusive Spaces for Patients
- Understanding the Cass Model



Interventions

- Gender Fluidity/Genderbread Person
- Psychologically Safe Spaces
- Communicating Respectfully in Healthcare

The Genderbread Person v2.0 pronounced METROsexual.com

Gender is one of those things everyone thinks they understand, but most people don't. Like Inception. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for understanding. It's okay if you're hungry for more.

Gender Identity

Nongendered

Woman-ness

Man-ness

5 (of infinite) possible pict and label combos

Gender Expression

Agender

Masculine

Feminine

5 (of infinite) possible pict and label combos

Biological Sex

Asex

Female-ness

Male-ness

5 (of infinite) possible pict and label combos

Attracted to

Nobody

Men/Males/Masculinity

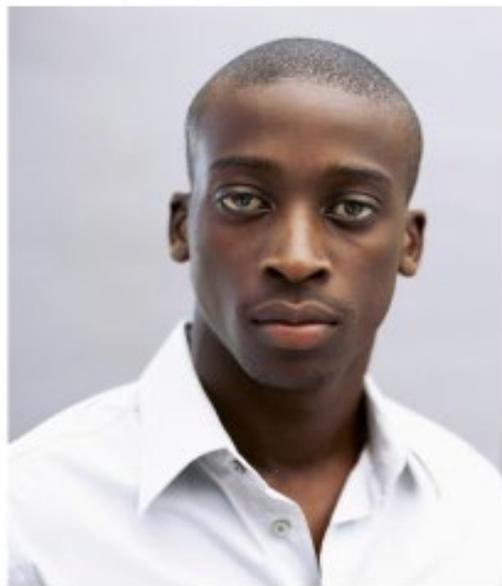
Women/Females/Femininity

5 (of infinite) possible pict and label combos

read more
bit.ly/ipmgbqr



Case Scenario: Marcus



Marcus

- In talking about his history, Marcus tells Amy, his nurse practitioner, that he has had 2 male sexual partners this year, as well as female partners in prior years.
- Amy encourages Marcus to have an HIV test by saying, “I recommend all my gay patients get tested at least once a year.”
- After Amy says this, Marcus appears upset.
 - Why is Marcus upset?
 - What could Amy have said instead?



Who Have we Reached?

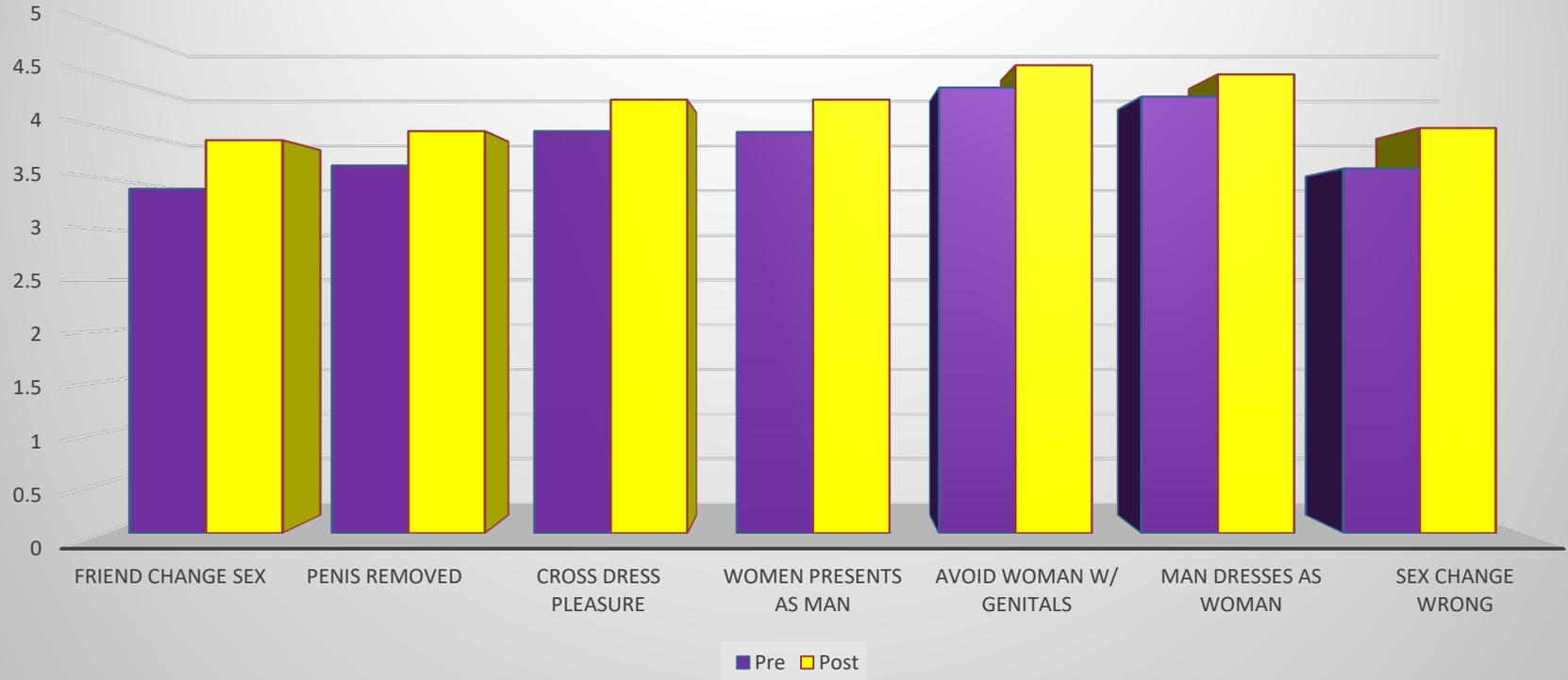
- Over 2500 nursing students
 - 6 Schools of Nursing in Louisiana
 - 1 nursing school in Northeast
- Over 300 faculty
- Train the trainer
- 100 hospital administrators in two LA hospital



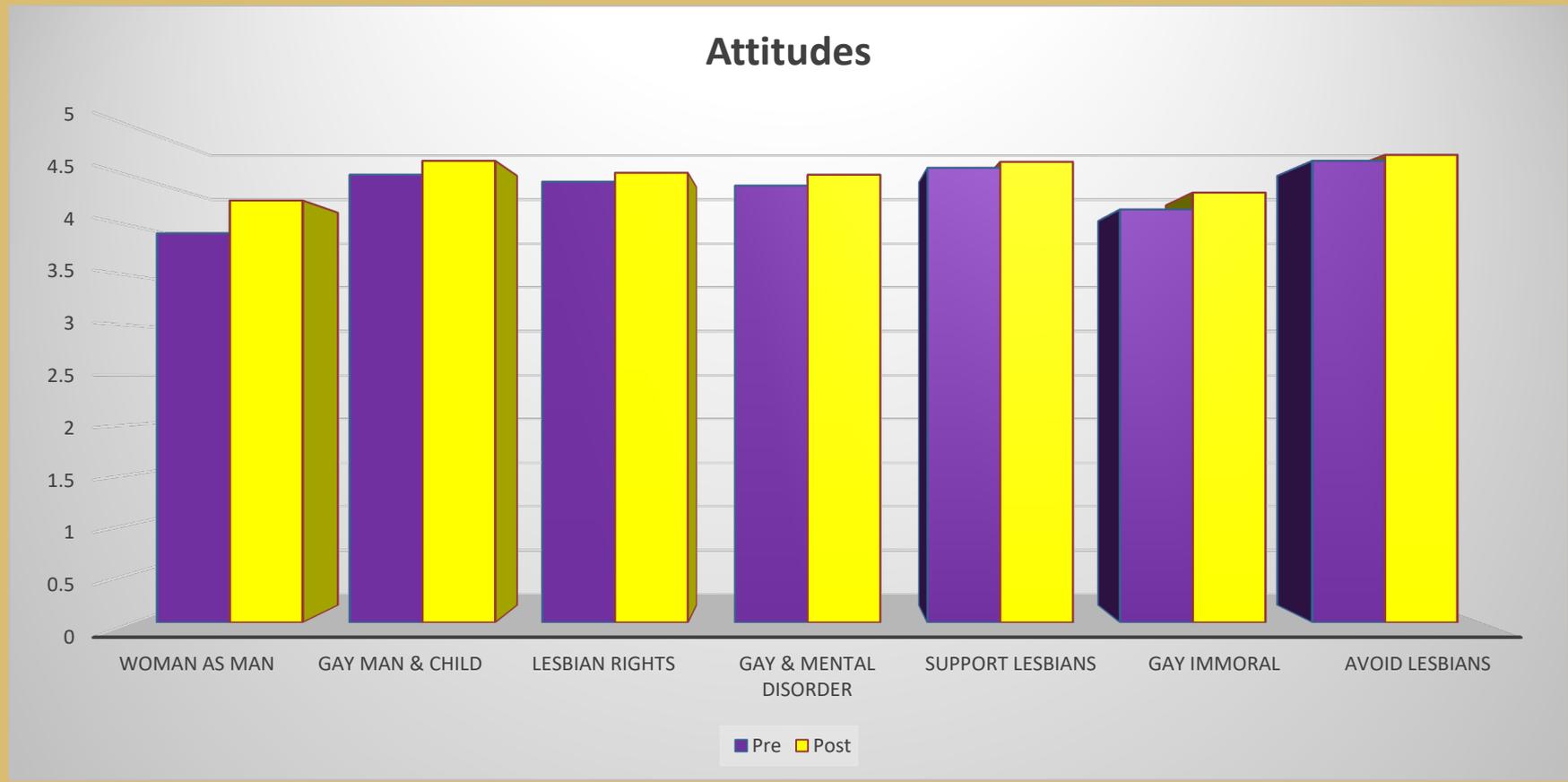


Genderism & Transphobia/Homonegativity Scales

Attitudes

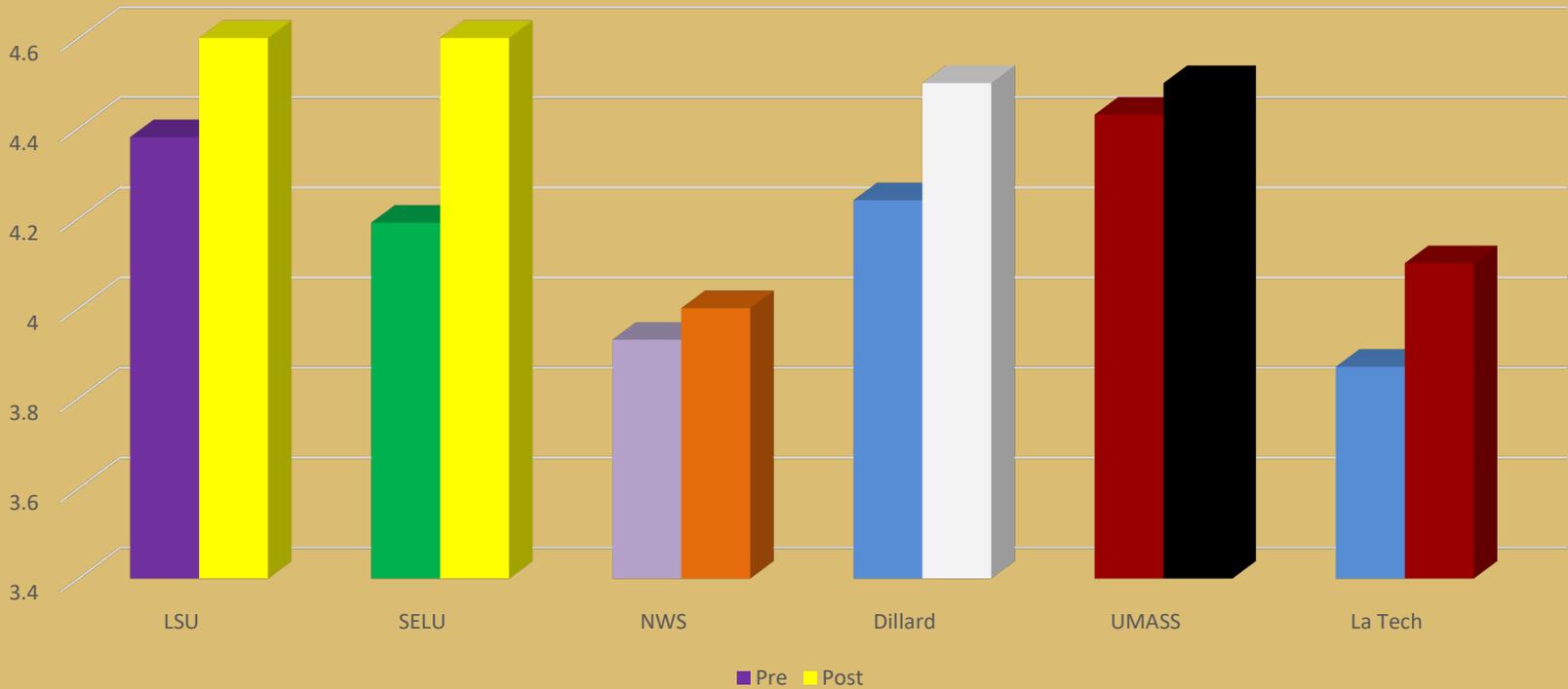


Genderism & Transphobia/Homonegativity Scales

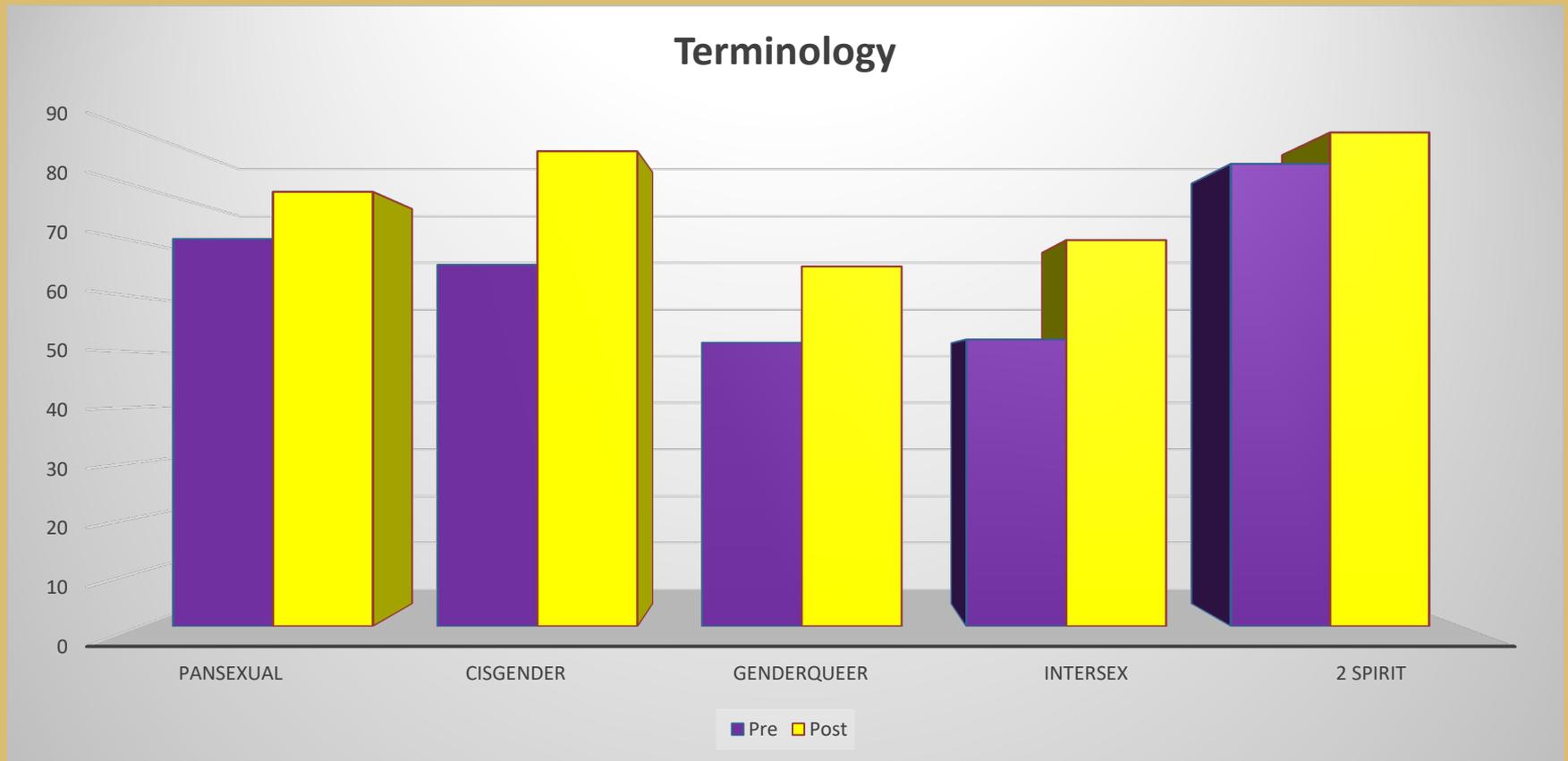


Genderism & Transphobia/Homonegativity Scales

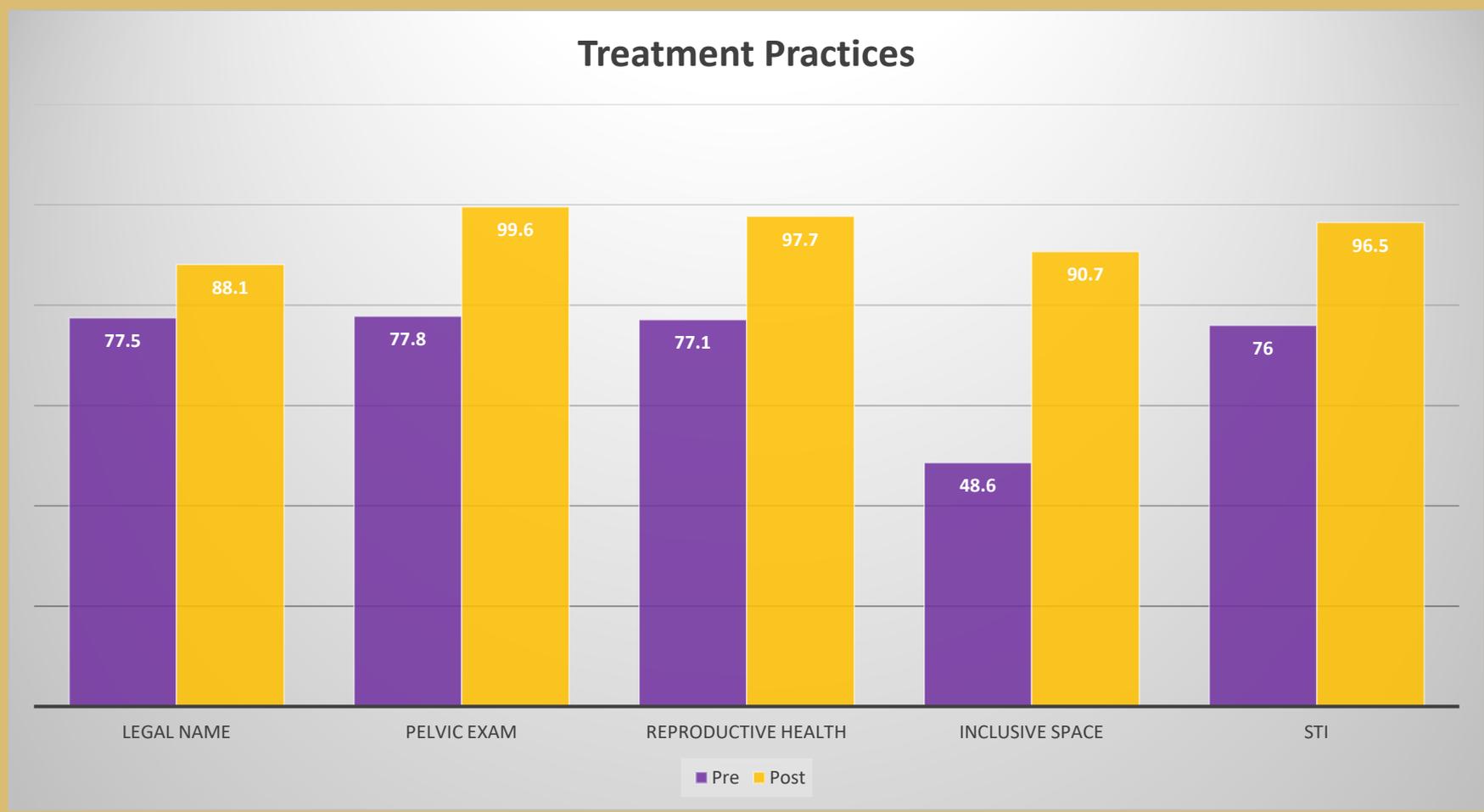
Attitudes



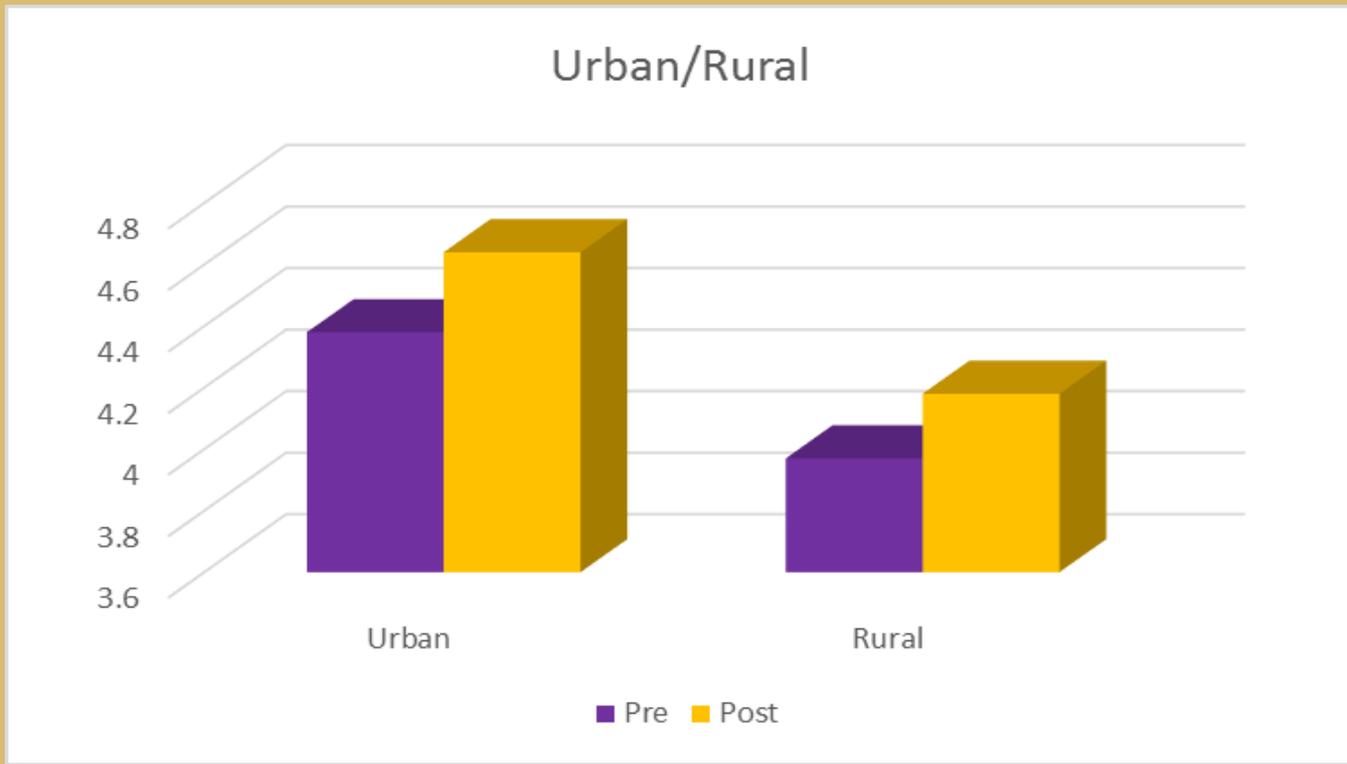
Terminology



Treatment Practices



Genderism & Transphobia/Homonegativity Scales



Qualitative Comments

- “The training really brought my thinking to a place of reality.”
- “I believe I have always been open & tolerant to LGBT+ community but knowing more about their life before transition opens my eyes to be more sensitive.”
- “The steps of coming out was new and will help me frame my interactions with patients.”
- “The training helped me become more self aware of personal feelings and biases.”



Transforming Education

- Recommend embedding cultural sensitivity training to students early on and thread throughout curriculum
- Providing undergraduate and graduate students with Advocacy Training.
- Students are able to use respectful communication when obtaining medical histories for LGBT+ patients.
- Provide culturally competent care for LGBT+ patients.



Recommendations for Healthcare Curriculum

- Ensure clinical sites where students could gain experience caring for LGBTQ+ patients.
- Including case studies and class discussion that feature patients and families with diverse gender and sexual identities.
- Use Advocacy Training as faculty development.
- Provide support for all students by developing a diversity and inclusivity student interest committee.
- Encourage students and faculty to attend conferences on sexual and gender minority health.



What We Have Done So Far...

- Safe Zone®
- Utilized faculty development using Advocacy
- Partnership with Crescent Care
- Community Outreach (health screenings)
- Case studies throughout curriculum and simulation activities
- Diversity and Inclusivity Interest Groups for faculty and students
- Designated gender neutral bathrooms/ scrub top
- Holistic Admissions
- Office student services communicates diversity workshops and conferences



Questions ??

