

Developing Best Practices to Address LGBTQ+ Health Disparities

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Disclosures

- Sarah Pickle has no disclosures.
- Stef Murawsky has no disclosures.

Session Objectives

- Describe health disparities experienced by in transgender individuals and medical professionals role in these disparities
- Discuss effective educational strategies to train future physicians in transgender medicine
- Identify best practices for data collection in LGBTQ patients

CONSIDERATIONS ON MEDICAL TRAINING FOR GENDER-AFFIRMING CARE: MOTIVATIONS AND PERSPECTIVES

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Healthcare for Transgender Persons

- **Transgender** persons self-identity crosses established gender categories or they may feel a disconnect from the gender they were assigned at birth based on their presumed sex
- Transgender persons report **less access to health care** and lack of providers knowledgeable in gender-affirming care
 - Outcomes: delays in seeing a health care provider, fear of interfacing with the medical system, mistreatment
- Most US Medical Schools **lack training** in gender-affirming care and transgender health
- **No clear consensus** on how to develop core competencies in transgender health among medical trainees

Considerations on Medical Training for Gender-Affirming Care: Motivations and Perspectives

- **Methods:** Voluntary cross-sectional electronic survey was distributed to interdisciplinary providers who self-identified as being providers experienced in providing care to transgender individuals.
- **Purpose:** Identify professional motivators and training experiences that were most beneficial to providers' career development in gender-affirming care

Results

- 473 interdisciplinary providers of gender-affirming care/transgender health
- 32.6% (n=151) of the overall survey respondents were physicians (n=125), physician assistants (n=5), nurse practitioners (n=21), or midwives (n=3)

Results: Motivations for training in gender-affirming care

Motivator	n	%
Filling a need in the community (e.g. there were no other providers doing this work)	103	73.00%
Professional experience (e.g. transgender patient inspired my professional interest)	90	63.80%
Institutional expectation	53	37.60%
Personal experience (e.g. self, family, friend who identifies as transgender)	50	35.50%
Lecture/course/rotation while in school/training	21	14.90%
Article in a professional journal/news source or presentation at a professional conference	6	4.30%

Results: Experts' Recommendations for Training Experiences

Experience	n	%
Clinical experience/rotation	49	34.5%
Mentorship	27	19%
On-site training provided by employer	16	11%
Professional Conference	12	8.5%
Residency (Post-Graduate) Training	10	7%
Fellowship (Post-Graduate) Training	7	4.9%
Self-Study of Literature or Guidelines	2	1.4%
Graduate Course	1	0.7%

Conclusions

- Multi-step and multi-modal approach to training the next generation of healthcare providers
 - Longitudinal exposures through clinical rotations
 - Mentorship
- Limitations: Does not address the timing of experiences during training
 - Structural differences between MD/DO, PA, NP

Best Linguistic Practices in LGBTQ+ Research

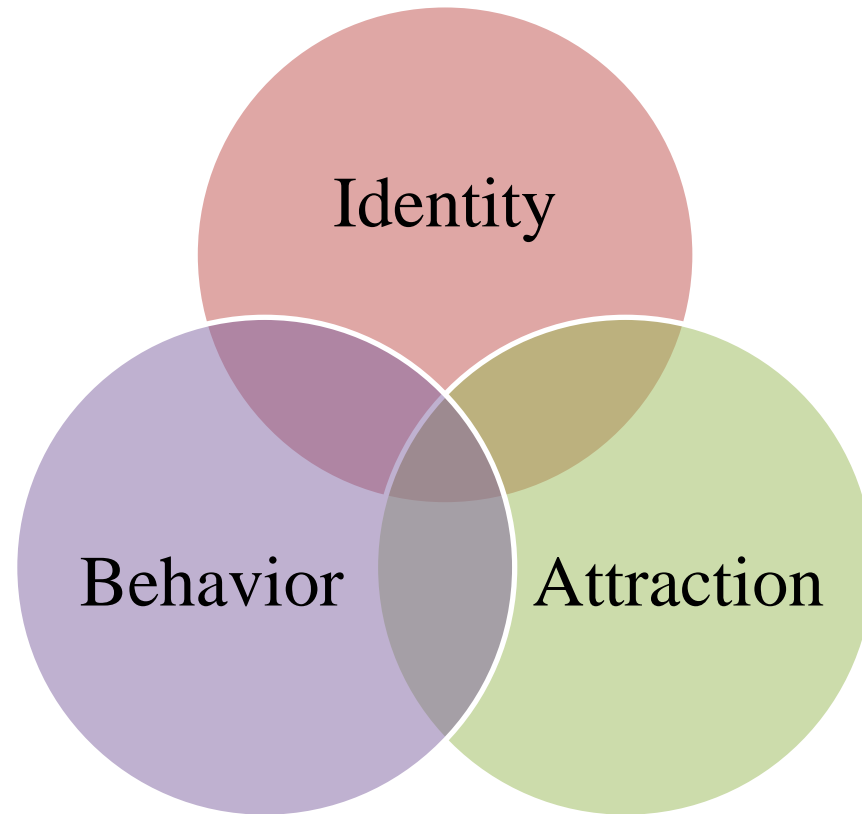
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Research on Sexuality and Gender

- Use current terminology
 - LGBTQIA
- Have options
 - “Check all that apply”
 - Write in options

Questions about Sexuality



Sexual Identification

- Which term best describes your sexual orientation?
 - Straight
 - Lesbian
 - Gay
 - Bisexual
 - Queer
 - Pansexual
 - Asexual
 - Other (please fill in): _____

Sexual Behavior

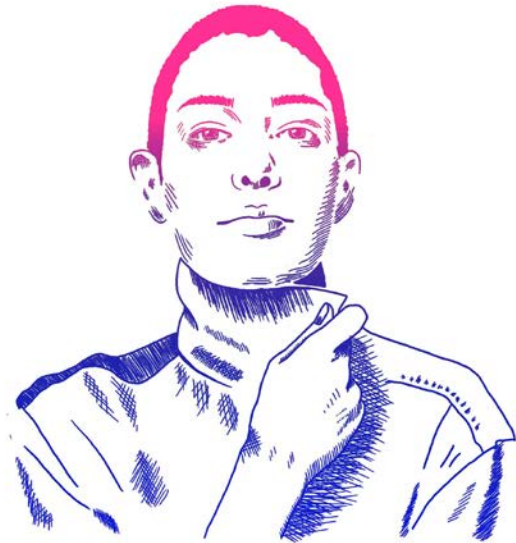
- In the past (time period e.g. year) who have you had sex with? Check all that apply:
 - Men
 - Women
 - Non-binary/genderqueer people
 - I have not had sex

Sexual Attraction

- Which best describes your feelings of sexual attraction? Check all that apply:
 - I am attracted to men
 - I am attracted to women
 - I am attracted to non-binary/genderqueer people
 - I am not attracted to anyone

Questions about Gender

NO BINARY



NO PROBLEM

- Include more options than “man” or “woman”
- Use a two-step question

Self-Identification (Two Step)

- What is your gender identity?
 - Man
 - Woman
 - Transgender Man
 - Transgender Woman
 - Non-binary/Genderqueer
 - Other (please fill in): _____

- What sex were you assigned at birth?

- Male

- Female

- Intersex

Note: In the future, “X” maybe need to be added as an option to this question, depending on where the survey is distributed.

When and What You Ask

- Priming
- Wording of questions
 - “Do you currently have a partner or partners?”
 - “Do you receive preventative care for having either a cervix or prostate?”

Grouping Respondents in Findings

- Be specific and intentional with your words
- The LGBT+ moniker includes people with marginalized sexes, genders and sexualities
 - **Sexuality:** Lesbian/**G**ay/**B**isexual/**Q**ueer/**A**sexual
 - **Gender:** Transgender
 - **Sex:** Intersex

- Are you talking about sex or gender?
 - “**Sex**” should describe sex assigned at birth
 - male / female / intersex
 - “**Gender**” should describe gender identity
 - man / woman / non-binary or genderqueer

Gender

	Females	Males	Other/ Unspecified	Total
Since Last Approval	#	#	#	#
Since Initial Approval	#	#	#	#

VS.

Gender

	Cisgender Women	Cisgender Men	Transgender Women	Transgender Men	Non- binary/gender- queer/etc.	Total
Since Last Approval	0	0	9	9	7	25
Since Initial Approval	0	0	9	9	7	25

- Don't be afraid to use the term cisgender
 - “**Cisgender**” just means you don't feel any incongruence between your gender identity and the sex you were assigned at birth



cis·gen·der

Everyday Applications for Practitioners

- Use language that doesn't make normative assumptions about bodies with LGBTQ clients
- Add inclusive language and options to intake forms and medical charts

Resources



- [Best Practices for Asking Questions to Identify Transgender and Other Gender Minority Respondents on Population-Based Surveys](#) (Williams Institute)
- [Data Collection Methods for Sexual Orientation and Gender Identity](#) (Williams Institute)
- [Planning and implementing sexual orientation and gender identity data collection in electronic health records](#) (2019)