

A close-up photograph of two hands held palm-up, holding five colorful clay letters that spell out 'LGBTQ+'. The letters are: 'L' (red), 'G' (orange), 'B' (yellow), 'T' (green), and 'Q' (purple). The background is a dark, neutral color.

SEPTEMBER
2021

LGBTQ+ 101

*Introduction to Terminology, Foundational Concepts and
Issues in the Health Care Setting*

Christian Port, MPA

Pronouns: he/him/his

TODAY'S AGENDA

2021



Welcome

Introductions, Training Objectives, and Housekeeping



LGBTQ+ 101

Key Concepts, Terminology



Population Health

Demographics, Disparities, and Data



Best Practices

Pronouns, Language, and Affirming Care



Scenarios

Training Practice for Health Care Providers and Administrators



Additional Learning

Tools, Resources and Q&A

Housekeeping

Things to keep in mind as we get started.

- We invite you to keep your video on during the presentation so that we can see each other.
- Please keep your microphone muted except during breakout sessions.
- Please share your questions in the chat. We may not be able to respond to all questions.
- We encourage you to participate by sharing your comments and feedback in the chat.
- Slides, materials, and a recording will be shared with you via email following the presentation.
- Please remember to complete the evaluation for today's training, especially if you would like to receive CEUs.

Disclosure

2021

I have no actual or potential conflict of interest, financial or otherwise, in relation to the content in this presentation.

Organizational Affiliations

- Health Consortium of Greater San Gabriel Valley
- Planned Parenthood Pasadena and San Gabriel Valley
- San Gabriel Valley LGBTQ Center

OUR PARTNER ORGANIZATIONS



- Offers over a dozen monthly support groups, webinars, and social activities to the LGBTQ+ community and allies.
- All programming is being offered virtually during the pandemic.
- Visit us at sgvlgbtq.org and sign up for our mailing list.



- Offers sexual and reproductive health care, wellness exams, immunizations, and preventive screenings to the LGBTQ+ community.
- Provides hormone therapy through our TransCare program.
- Visit us at pppsgv.org to learn more and make appointments through our online scheduling system.

Training Objectives

Our goals for today.

1. Define

Define core concepts and terminology related to sexual orientation and gender identity.

2. Explore

Explore key issues, disparities and social determinants of health that impact LGBTQ+ people.

3. Discuss

Discuss the application of core concepts related to sexual orientation and gender identity in the health care setting.

Community Agreements

Platinum Rule: Treat others the way *they* want to be treated.

Allow For
Complexity

Engage In
Learning

Respect
And Listen

Embrace
Compassion

Share²

Today is the First Step

*Thank You for Your Commitment to
Diversity, Equity and Inclusion*

- Today, more people than ever openly identify as LGBTQ+
- Many more do not feel safe to express their identities, especially in the health care setting
- Most LGBTQ+ identifying Americans have experienced some form of discrimination in health care, including denials or refusal of care
- The COVID-19 pandemic has exacerbated disparities in LGBTQ+ health, especially for People of Color
- By understanding the complexity and diversity of the spectrum of human sexuality and gender, we can challenge our own implicit biases, provide better care to our patients, and reduce disparities





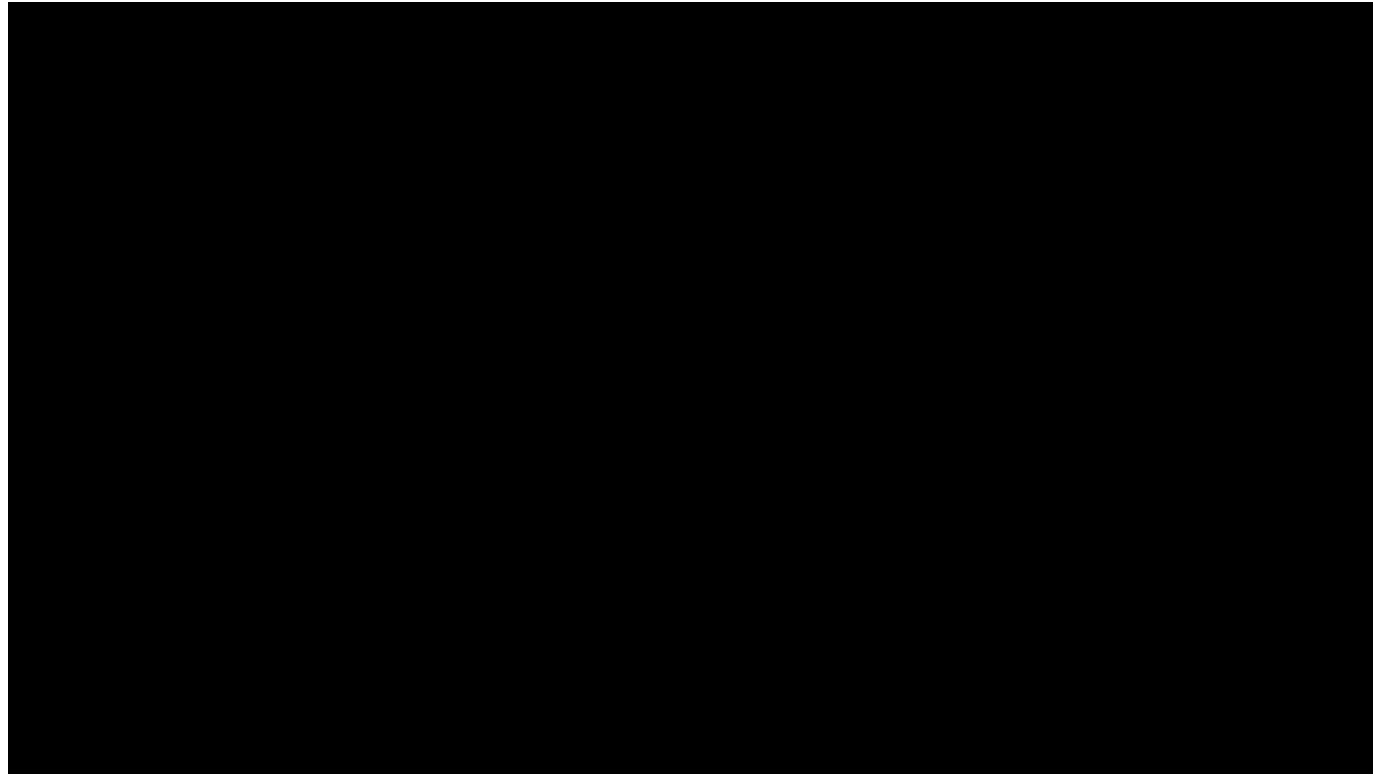
LGBTQ+ 101

Key Concepts and Terminology

LGBTQ+ 101: Introduction to Terminology, Foundational Concepts and Issues in the Health Care Setting

What Does LGBTQ+ Mean?

2021



From True Colors United,
<https://www.youtube.com/watch?v=DINFLAbff8c>

Sex Vs. Gender

Sex (Assigned at Birth)

- A label that you're given at birth based on medical factors, including your hormones, chromosomes, and genitals.
- Most people are assigned male or female, and this is what's put on their birth certificates.
- When someone's sexual and reproductive anatomy doesn't seem to fit the typical definitions of female or male, they may be described as intersex.

Gender

- One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves.
- One's gender identity can be the same or different from their sex assigned at birth.
- This is how we inherently identify ourselves and is separate from **Gender Expression** – how we present our gender identity to the world.

Binary Model of Human Experience

2021



Vocabulary: Sex and Gender

Common Terms to Describe the Spectrum of Sex and Gender

Sex Assigned at Birth

Male (AMAB)

Female (AFAB)

Intersex

Gender Identity

Transgender

Cisgender

Non-binary

Agender

Gender Fluid

Gender Expression

Non-conforming

Androgynous

Masculine

Feminine

Example: Meet Jamil

Jamil is a 21 year old African American student attending college in the SGV.

- **Sex Assigned At Birth:** Jamil was assigned female at birth (AFAB).
- **Gender Identity:** Jamil currently identifies as non-binary.
- **Gender Expression:** Jamil's gender expression is often androgynous or masculine of center.

Jamil is exploring their gender identity.



Sexual Orientation vs. Romantic Orientation

Sexual Orientation

- Describes any preference a person may have towards the gender(s) of sexual partner they choose.
- In its broadest sense, the term 'sexuality' describes the whole way a person expresses themselves as a sexual being.
- Sexuality may be experienced and expressed in a variety of ways; including thoughts, fantasies, desires, beliefs, attitudes, values, behaviors, practices, roles, and relationships.

Romantic Orientation

- Describes any preference a person may have towards the gender(s) of romantic partner they choose.
- A person's romantic orientation may differ from their sexual orientation and may evolve or change over time.
- A person's sex assigned at birth or gender identity does not determine their sexual or romantic orientation.

Vocabulary: Sexual Orientation

Core terms to describe the spectrum of human sexuality.

Lesbian

Gay
(Homosexual)

Bisexual

Heterosexual

Queer

Pansexual

Asexual

Example: Revisiting Jamil

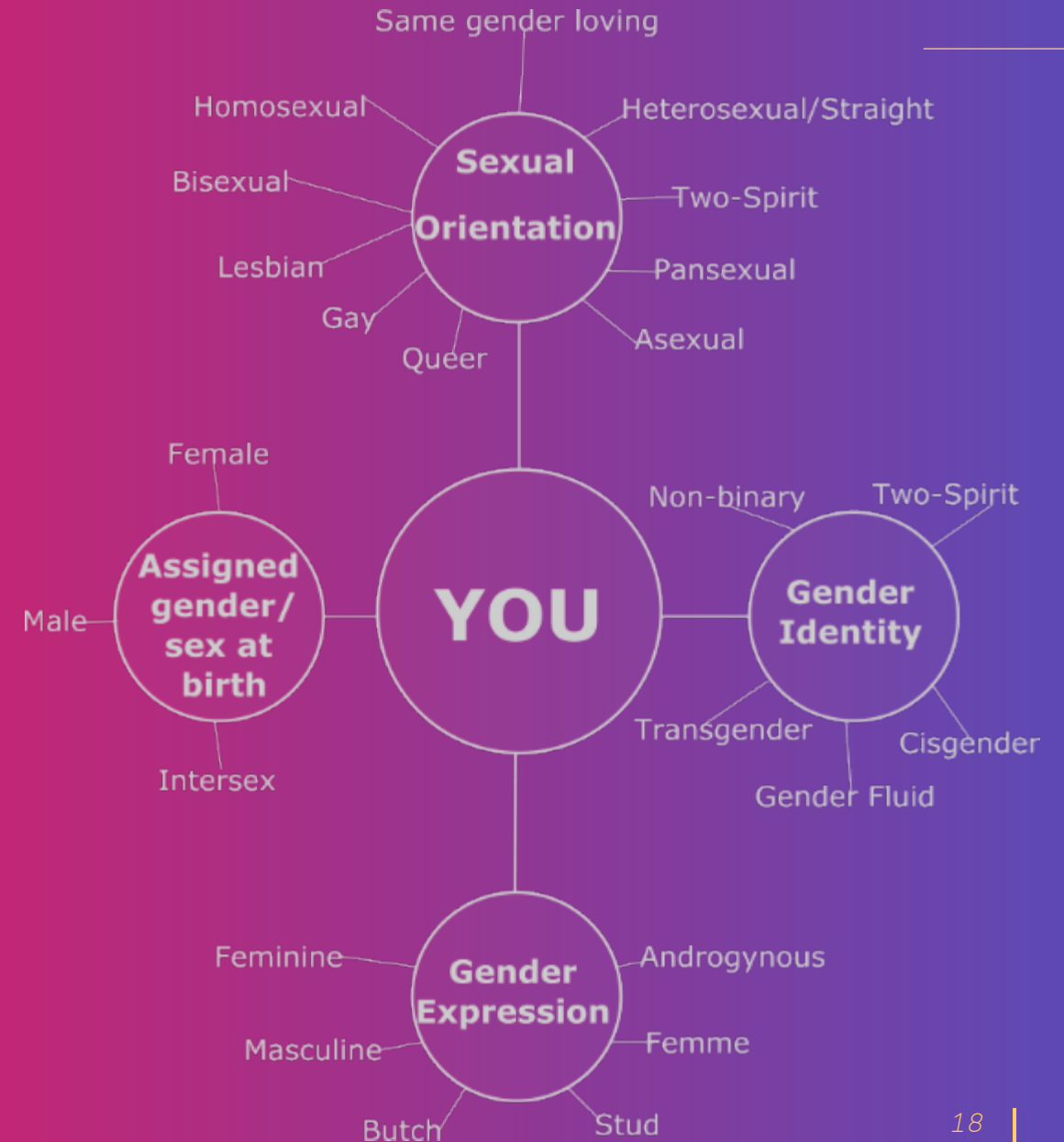
Jamil is also exploring their sexual and romantic orientation.

Like many of their peers in their age group, Jamil is actively dating.

- **Sexual Orientation:** Jamil spent a lot of time questioning their sexuality. Jamil identifies as queer or pansexual, and is attracted to people regardless of their gender.
- **Romantic Orientation:** Although Jamil identifies as queer or pansexual, they are currently romantically involved with a cisgender, heterosexual woman.



Model of Multiple Identities



Adapted from "A Social Change Model for Leadership Development"
Higher Education Research Institute, UCLA

GENDER IDENTITY

A person's sense of self in relation to gender



- Transgender
- Cisgender
- Non-binary
- Agender
- Gender fluid

SEXUAL ORIENTATION

Who a person is sexually attracted to

- Heterosexual
- Homosexual
- Bisexual
- Pansexual
- Asexual

ASSIGNED GENDER/SEX AT BIRTH

The gender/sex assigned at birth based on a person's genitals

- Assigned male at Birth (AMAB)
- Assigned female at birth (AFAB)
- Intersex

ROMANTIC ORIENTATION

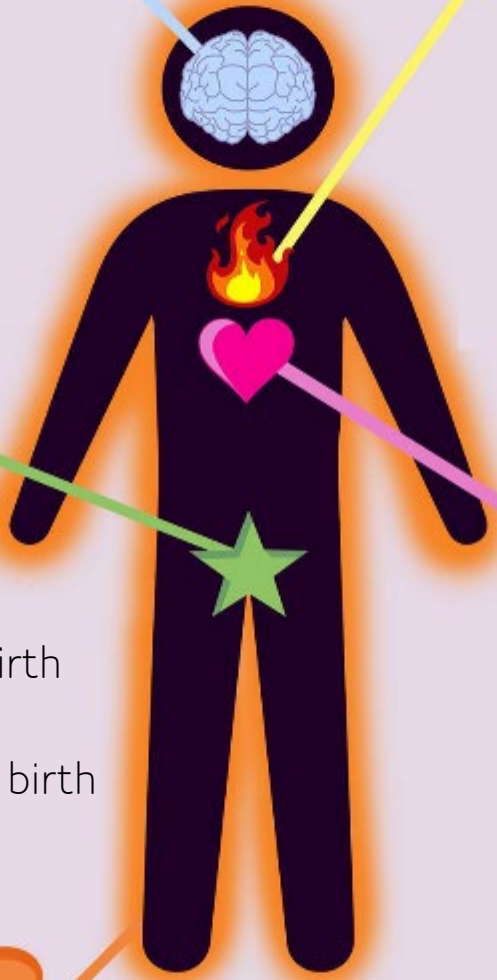
Who a person is romantically attracted to

- Heteroromantic
- Homoromantic
- Biromantic
- Panromantic
- Aromantic

GENDER EXPRESSION

How a person presents themselves (such as style, actions, demeanor, and more)

- Feminine | Masculine | Androgynous



Unpacking Our Multiple Identities

Reflection:

Take a few minutes to think about how your gender identity and sexuality have shaped your life. Then choose one of the following journal prompts:

1. When did you first become aware of your gender identity? How about your sexual orientation?
2. How has your culture, religion, family, or community influenced your identity?
3. Have any of your identities changed over time? How so?

LGBTQ+ Population Health

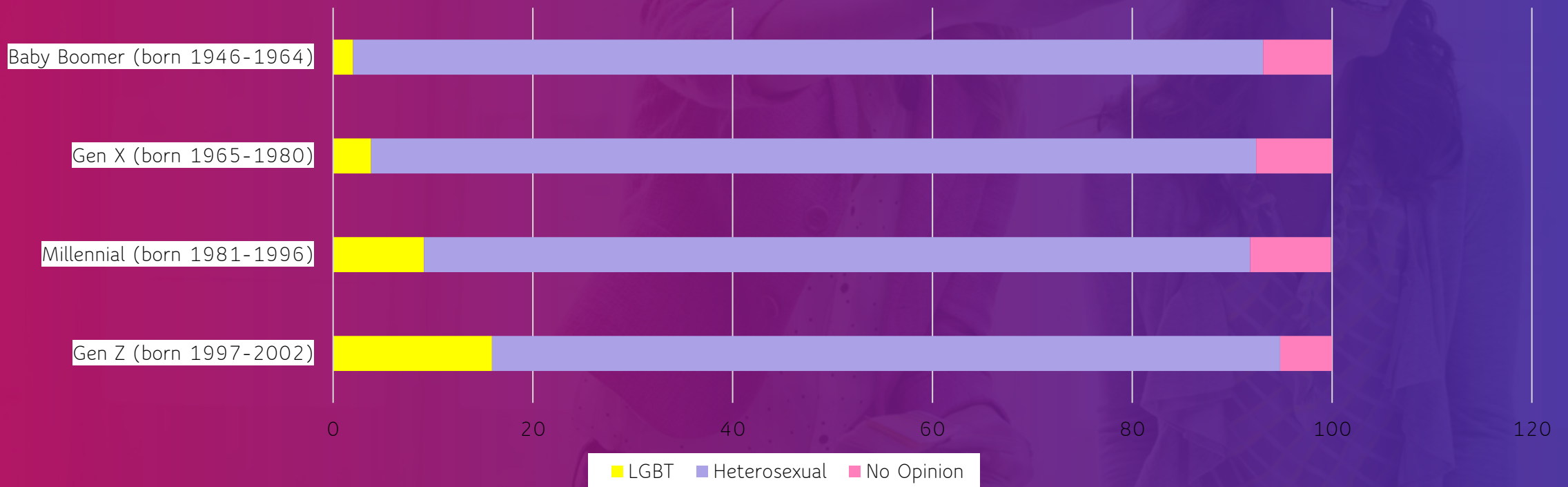
Demographics, Disparities, and Data

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5.6% OF ADULTS IDENTIFY AS LGBTQ+

2021

America's Self-Identification as LGBTQ+ by Generation



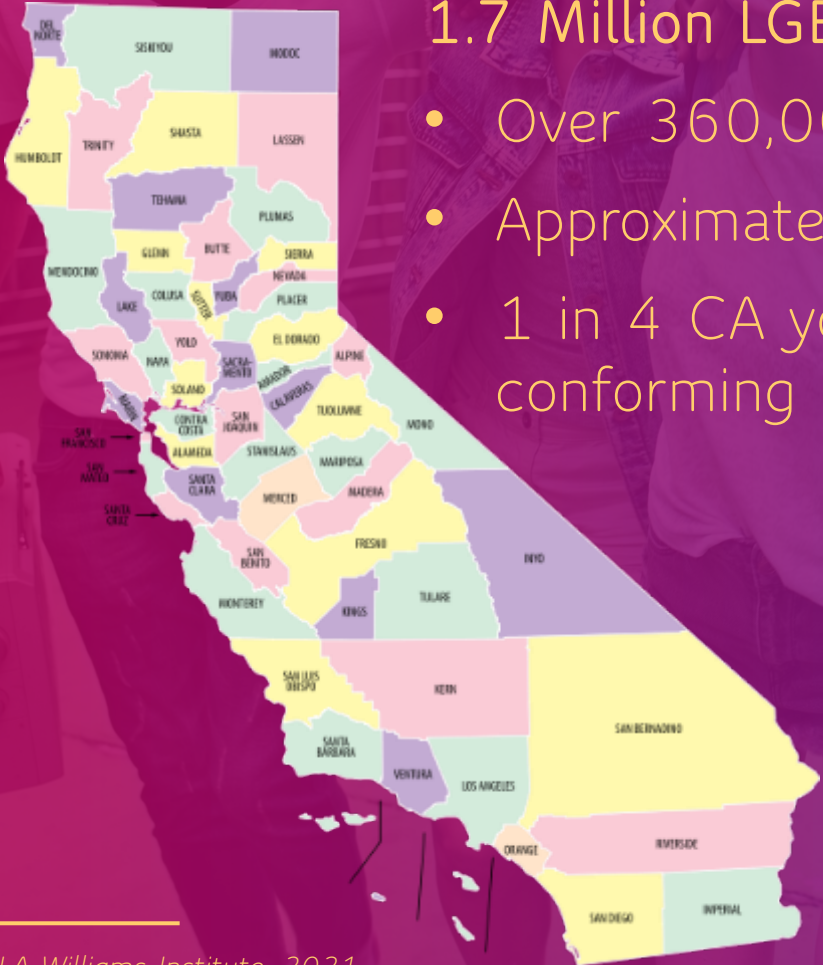
Source: Gallup, 2020

<https://news.gallup.com/poll/329708/lgbt-identification-rises-latest-estimate.aspx>

LGBTQ+ Adults in California

1.7 Million LGBTQ Adults live in California

- Over 360,000 live in LA County
- Approximately 112,000 in the SGV
- 1 in 4 CA youth identify as gender non-binary or non-conforming



BARRIERS TO CARE

3 major barriers to care for LGBTQ+ identifying individuals.

Limited Access

- Less likely to have health insurance
- Less likely to have a usual source of care

Negative Experiences

- Discrimination
- Refusal or denial of care

Cultural Competency

- Lack of provider education
- Lack of specialty providers

HEALTH DISPARITIES

2021

The most common health issues that LGBTQ+ identifying individuals experience.

Mental Health

Homelessness

STIs

HIV Infections
and Care

SUDs

Violence

Cancer

Chronic
Conditions

COVID-19 and LGBTQ+ People

Impacts of the Pandemic on
Critical Populations



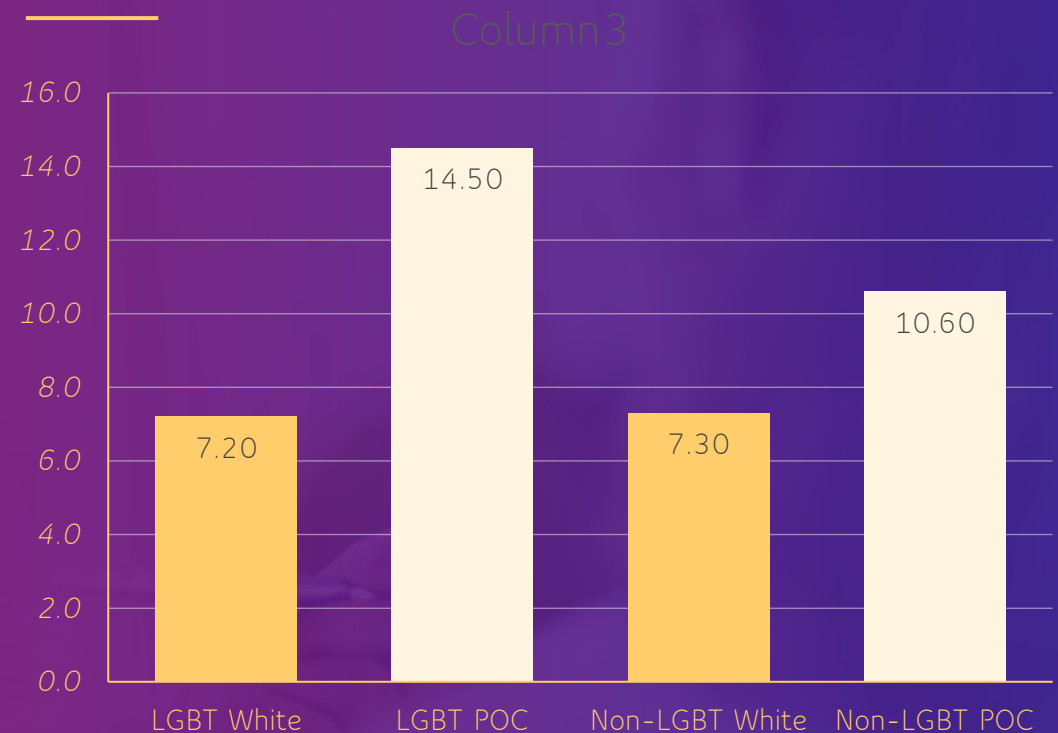
IMPACT OF COVID-19 ON LGBTQ+ POC

2021

Last year's surge disproportionately impacted LGBTQ+ POC.

- LGBTQ+ People of Color were 2x as likely to test positive for COVID-19.
- LGBTQ+ People of Color disproportionately reported being laid off or furloughed and struggling to pay for basic needs.
- LGBTQ+ People of Color (32.1%) were over 50% more likely than White people to personally know someone who died of COVID-19.

Percentage of Positive COVID-19 Tests Across the US in Fall 2020





Best Practices

Pronouns, Language, and Affirming Care

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A Basic Guide to Pronouns

When in doubt, use the person's name.



Using Pronouns in Health Care

Inclusive practices for providers and staff.

Best Practice	Examples
When addressing patients, avoid using terms like sir or mam.	"Hello, my name is ___ and my pronouns are ___/___/___ . How may I help you today?"
Avoid gendered language when talking about patients. Use gender neutral words such as <i>they</i> .	"Your patient is here in the waiting room." "They are here for their appointment."
Politely asked if you are unsure about a patient's preferred name or pronouns.	"What name would you like us to use?" "I would like to be respectful - how would you like to be addressed."
Ask respectfully about names if they do not match your records.	"Could your chart be under another name?" "What is the name on your health insurance?"
Apologize if you make a mistake and move on.	"I apologize for using the wrong pronoun. I did not mean to disrespect you."
Only ask for information that is required.	Ask yourself what you need to know. How can you ask in a sensitive way?

A Quick Guide to Language

Do's and Don'ts in the Health Care Setting

Outdated or Insensitive Term	Recommended Term
Sexual preference / lifestyle	Sexual Orientation
"Transgendered" or Transsexual	Transgender
Homosexual	Gay, Lesbian, etc.
"Preferred pronouns" or "Preferred name"	Just say, "pronouns," or "name," "name used," "chosen name" etc.
Hormone replacement therapy (HRT)	Gender-affirming hormones or hormone therapy
Female-to-male (FTM) or Male-to-female (MTF)	Transgender man or transgender woman
Hermaphrodite / ambiguous genitalia	Intersex
Sex change / sex reassignment surgery	Gender-affirming surgery
Legal name	Administrative name or "name on legal documents"

Creating an Inclusive Space

Steps you can begin to take to make LGBTQ+ patients and clients feel safe, welcome and seen.



Individual Practices for Inclusion

Two Practices to Reduce Implicit Bias

Individuating

- Making an effort to focus on specific information about an individual
- “How can I set my assumptions aside so I can get to know this person as this person is?”

Perspective Taking

- Taking another person’s viewpoint intentionally
- What might it feel like to be a LGBTQ+ person coming to see a new clinician for the first time?



Scenarios

Common LGBTQ+ Experiences in Health Care

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Scenario 1

Rowan, a college student, is dreading their annual physical appointment but musters the courage to attend. Rowan identifies as pansexual, and their primary care provider has made comments about their sexuality in the past, like “Is that what the kids are calling it these days? It’s impossible to keep up with all this diversity stuff, but I’m just an old fogey!”

Adapted from The Fenway Institute, 2021



Scenario 2

Celina is a transgender woman being examined for an infection in her hand. The nurse has never taken care of a transgender person before and finds himself very curious about Celina. He repeatedly catches himself staring at her. While taking Celina's vitals, the nurse asks, "You know, at first I thought you were a real woman. Do you take hormones? Have you had the surgery yet?" Celina angrily responds, I don't think that has anything to do with my hand."

Adapted from The Fenway Institute, 2021



Additional Learning

Tools, Resources and Q&A

LGBTQ+ 101: Introduction to Terminology, Foundational Concepts and Issues in the Health Care Setting

References

2021

[APLA Health](#)

[Center for American Progress](#)

[Equality California](#)

[Fenway Institute](#)

[GLSEN](#)

[Human Rights Campaign](#)

[Kaiser Family Foundation](#)

[LA LGBT Center](#)

[National LGBT Health Education Center](#)

[National LGBTQ Task Force](#)

[Planned Parenthood Federation of America](#)

[SAGE](#)

[San Gabriel Valley LGBTQ Center](#)

[Trevor Project](#)

[True Colors United](#)

[UCLA Williams Institute](#)

[USC Rossier School of Education](#)



THANK YOU!

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