



Treating Equally: LGBTQ Inclusivity in Reproductive Healthcare

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Shanna Katz, M.Ed, ACS

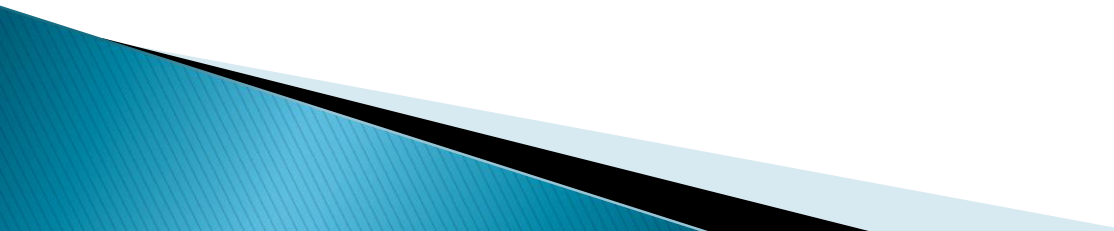
Introductions

- ▶ Shanna Katz, M.Ed, ACS – Board Certified Sexologist and Sex Educator
- ▶ Lisa Pittari, MSW – Training and Education Manager at Colorado Youth Matter

Please silence your cell phones



Guidelines

- ▶ Why are we here?
 - ▶ Questions: Welcome and Encouraged → Parking Lot
 - ▶ Open and Honest Communication
 - ▶ R-E-S-P-E-C-T and Confidentiality
 - ▶ Different Backgrounds → Different Reactions
 - ▶ No Experts!
 - ▶ Move Forward, Move Back
 - ▶ Self Care
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Alphabet Soup:

GLBT, LGBTQ, LGBTIQ, LGBTIQQA

- ▶ Lesbian
- ▶ Gay
- ▶ Bisexual
- ▶ Transgender
- ▶ Intersex
- ▶ Queer
- ▶ Questioning
- ▶ Ally
- ▶ Asexual

Some Terms and Definitions

Homophobia

Biphobia

Transphobia

Transsexual

Gender Expression

Intersex

Cis-gender

Sexual Orientation

Gender Identity

Sexual Identity

Transgender

Lesbian/Gay/Bisexual

Biological Sex

Asexual

Ally

Heterosexual

Privilege

Queer

What Does Queer Mean?

- To you?
- To your work environment?
- To your clients?

Where Did Queer Come From?

Umbrella identity term encompassing LGBTQIAA and other identities

“Queer” originated as a derogatory word.

Some LGBTQIAA folks don’t identify as queer.

Some LGBTQIAA folks do identify as queer (as do some non-labeling folks).

Term usage can depend on age, background, region, etc.

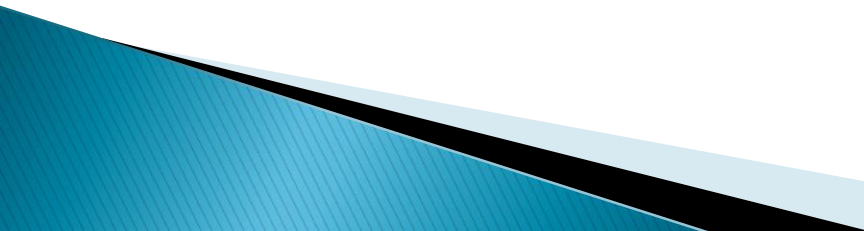


Sexual Orientation & Identity

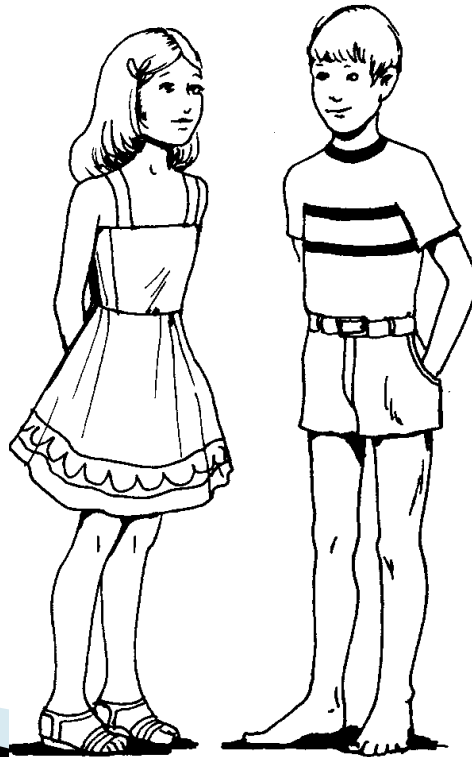
Sexual Orientation

- ▶ A person's emotional, physical and sexual attraction and the expression of that attraction with other individuals.
- ▶ Lesbian, Gay, Bisexual (LGB), Heterosexual, Asexual, etc

Sexual Identity

- ▶ How a person identifies their sexual orientation
 - ▶ Identity, orientation and behavior may not always be congruent
 - ▶ Ex: A man identifies as heterosexual, is attracted to other men and has sex with men and women
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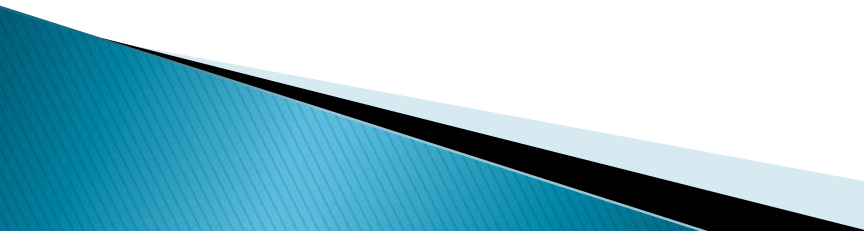
Gender WHAT?!?
How do you know
you're a boy or a girl?



What's the difference between sex and gender?

- ▶ **Biological Sex** is a classification based on reproductive biology.
 - Identified in four main ways
 - chromosomes – XX/XY
 - gonads – testes/ovaries
 - primary sex characteristics – genitalia
 - Secondary sex characteristics – hair, breasts, etc

 - ▶ **Gender Identity** is the internal sense of being a man, being a woman, being gender queer, being androgynous, etc
 - Sometimes gender identity is in accord with physical anatomy.
 - For transgender/gender queer people, gender identity may differ from physical anatomy or expected social roles.

 - ▶ **Gender Expression** refers to the ways in which people externally communicate their gender to others
 - Behavior, clothing, hairstyle, voice, pronoun preference, etc
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Transgender Identities

The term *transgender* (TG) is frequently used as an umbrella term

- *Transsexuals* – desire medical assistance
- *Cross-dressers* – pejorative term: transvestite, usually heterosexual
- *Drag queens & kings* – gender illusionists, performers/entertainers
- *Gender Blenders* – transgender, two-spirit, gender-queer, etc
- *2 Spirit* – Native American identities that encompass a range of identities and orientations
- *Intersex* – pejorative term: *hermaphrodite*, medical term: *disorders of sexual development/DSD*. Ambiguous anatomy/chromosomes – usually NOT trans-identified

→ Never assume anyone's gender identity regardless of appearance or behavior ←

What Is Your...

Sex on Birth Certificate:

● Male ● Female

Biological Sex (Genitals, Chromosomes, Hormones):



Gender Identity (sense of self):



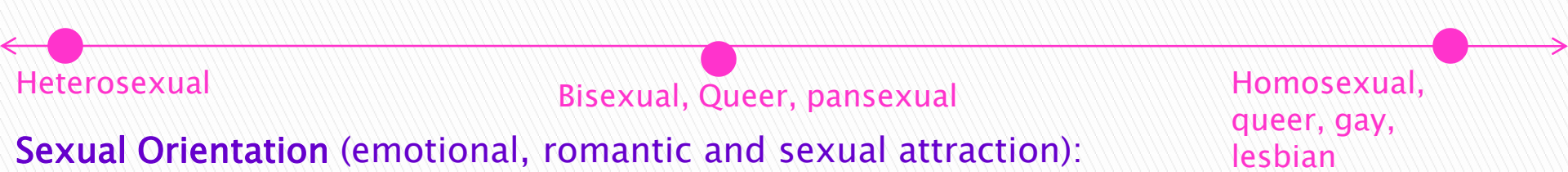
Gender Expression (communication of gender):



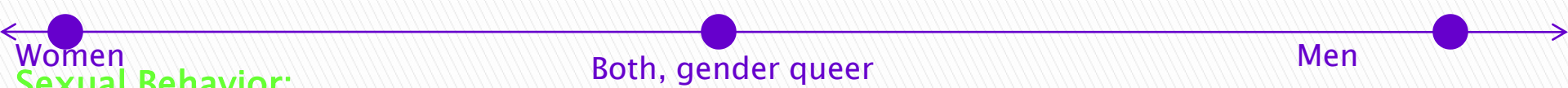
Gender Roles (social and behavioral norms):



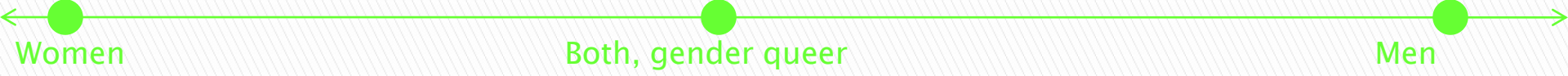
Sexual Identity (identifies own sexuality):



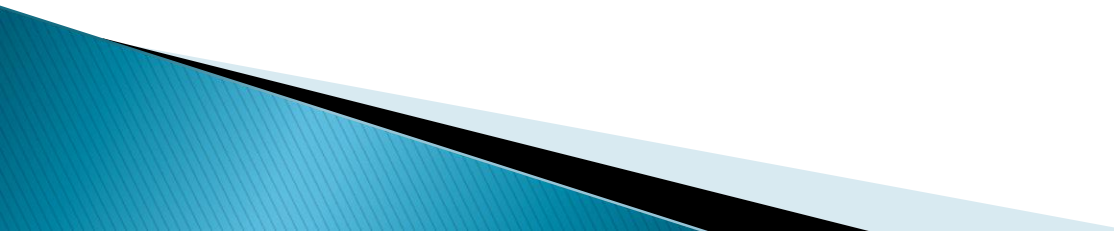
Sexual Orientation (emotional, romantic and sexual attraction):




Sexual Behavior:



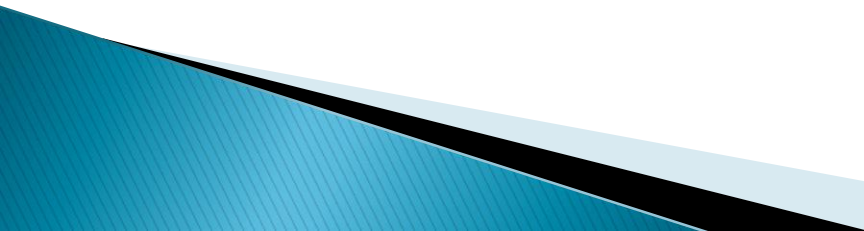
QUIZ

- ▶ True or False: Sexual Identity, sexual orientation and sexual behavior may not be congruent
 - ▶ True or False: Gender expression and gender identity are an indication of sexual orientation
 - ▶ True or False: The US has a federal non-discrimination policies that are inclusive of sexual orientation and gender identity for employment, public accommodations and designated beneficiaries
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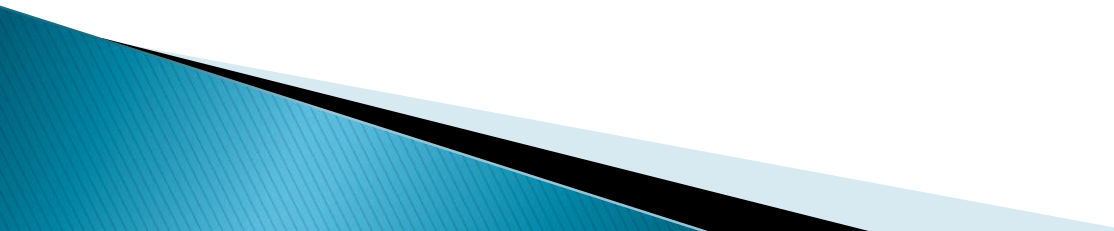
Why does all this matter?

- ▶ LGBTQ individuals face alarming rates of discrimination, refusal of care and other barriers to health care
 - ▶ LGBTQ individuals have less access to health care and face greater obstacles navigating health care systems
 - ▶ This increases the likeliness that LGBTQ individuals
 - Will avoid the health care system altogether
 - Not receive preventative care/screenings (Paps, mammograms, prostate, etc)
 - Are at risk for unique health concerns that go unaddressed/unnoticed
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When Health Care Isn't Caring: Lambda Legal's Survey on Discrimination Against LGBT People & People Living with HIV

- ▶ Over 7% of LGB and 26% of transgender/gender non-conforming (GNC) people have been **refused needed healthcare, including reproductive healthcare**
 - ▶ Over 10% of LGB and 15% of transgender/GNC people have had **healthcare professionals refuse to touch them and/or used excessive caution**
 - ▶ Over 10% of LGB and 20 % of transgender/GNC people had **health care professionals use harsh or abusive language against them**
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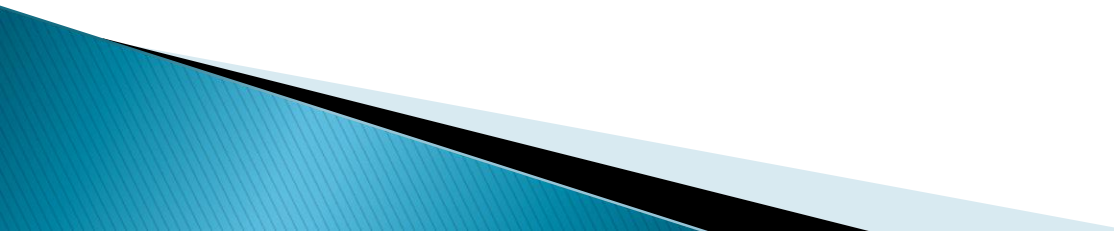
What can YOU do?

- ▶ Establish non-discrimination policies that explicitly include gender identity and sexual orientation
 - ▶ Develop strategies to maintain diverse and culturally competent staff
 - ▶ Offer exams and treatment based on actual needs and behaviors, not labels and assumptions
 - ▶ Report unfriendly and discriminatory practices and share referrals to friendly providers and institutions.
 - ▶ Continue educating yourself and encourage others to learn about LGBTQ communities
 - ▶ Train office staff around language use, domestic partner benefits, gender presentation diversity, etc
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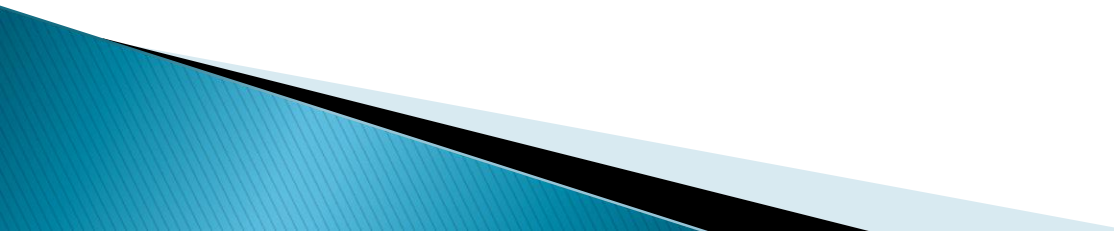
Intake Forms

- ▶ Relationship Status: Include Partnered/Living with Partner, as well as Married, Single, Divorced, Widowed.
- ▶ Gender ≠ Sex. Sex is Male, Female, Transgender, etc. Gender can include Man, Woman, Gender Queer, Androgynous, Transgender, etc.
- ▶ Sex/Gender ≠ Orientation. If you have orientation boxes (lesbian, gay, straight, bisexual, queer, etc), do not place transgender here.
- ▶ Use blanks (rather than boxes) when possible for identities allows patients to explain/elaborate.
 - Example – Gender: _____.
 - If needed, use boxes for insurance and blanks for office use

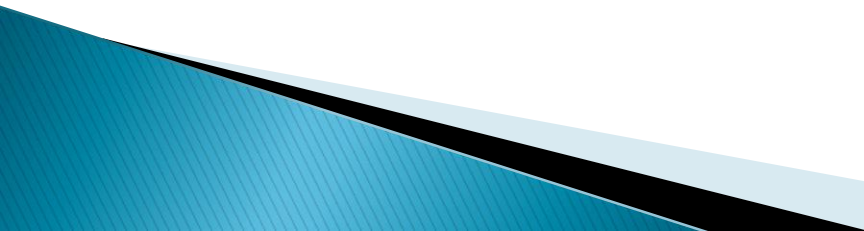
Avoid Assumptions!

- ▶ Not all your patients are heterosexual
 - ▶ Remember difference between identity and behavior
 - ▶ Ask **all** of your patients for preferred name and preferred pronouns (not just LGBTQ patients) and use them.
 - ▶ Respect your patients' identities, even if they don't fit your perceptions.
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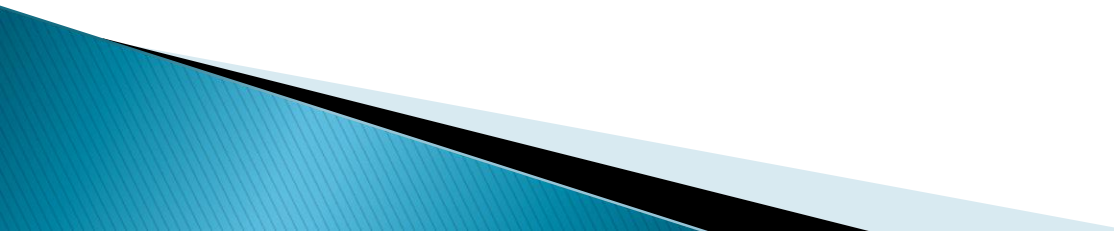
Avoid Assumptions!

- ▶ Gay and bisexual men are not the only ones needing examinations of the pharynx and rectum as well as genitals
 - People of all orientations participate in anal intercourse and oral–genital activities.
 - ▶ Remember, especially during gynecological and prostate exams, to use the preferred pronoun of your patient.
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Treat Behavior, Not Identity

- All sexually active women/people with cervixes need pap smears, lesbians included.
 - Everyone with a cervix/uterus/etc (including many trans men) can be susceptible to cervical/ovarian/uterine cancer.
 - Everyone with a prostate (including many trans women) can be susceptible to prostate cancer.
 - Every patient should be screened for relationship/domestic violence, regardless of who they are in a relationship with.
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Questions?

- ▶ How can inclusivity play a role in your practice?
 - ▶ What steps are you already taking to insure an inclusive health care environment?
 - ▶ What community resources can you use?
 - ▶ Questions for us?
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Contact the Facilitators

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