



CELEBRATE THE PAST



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# LGBTQ+ Health: Celebrating Diversity and Patient Care



# Audience Participation



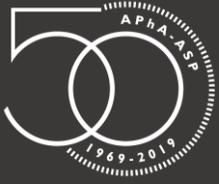
- Stand if...
  - You know an **LGBTQ+** pharmacy student/pharmacist
  - If your school/college has an **LGBTQ+** student group
  - If your institution teaches **LGBTQ+** content in the didactic curriculum
  - If your institution teaches **LGBTQ+** content in an pharmacy practice experience (IPPE/APPE)



# Learning Objectives



- Define current and appropriate vocabulary for discussing lesbian, gay, bisexual, transgender and queer/questioning (**LGBTQ+**) individuals.
- Describe barriers to health care faced by **LGBTQ+** patients and explore how pharmacists can aid in their care.
- Identify opportunities for pharmacist to provide positive, affirming care for **LGBTQ+** patients.
- List resources that pharmacist can refer to that reinforce appropriate care for **LGBTQ+** patients.

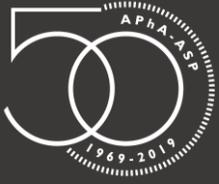


# Definitions



## Sexual Minorities

- **Lesbian** – a woman who is emotionally, romantically, or sexually attracted to other women
- **Gay** – a person who emotionally, romantically, or sexually attracted to members of the same gender. This term often refers to homosexual men but is not limited to this use.
- **Bisexual** – a person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree.
- **Queer** – a term people often use to express fluid identities and orientations. Often used interchangeably with '**LGBQ+**.' Academic, political, and cultural adoption of this term and its addition to the **LGBQ+** acronym has been recent, and its historical use may hold a negative connotation for some **LGBQ+** people.
- **(+)**- a term to encompass those who are not covered in the above definitions. Examples include but are not limited to asexual, pansexual, questioning.

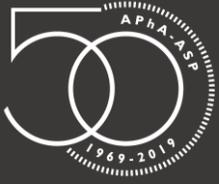


# Understanding the WHY



The number of patients seeking care for gender dysphoria is:

- A. Decreasing
- B. Staying constant
- C. Increasing

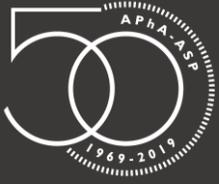


# Understanding the WHY

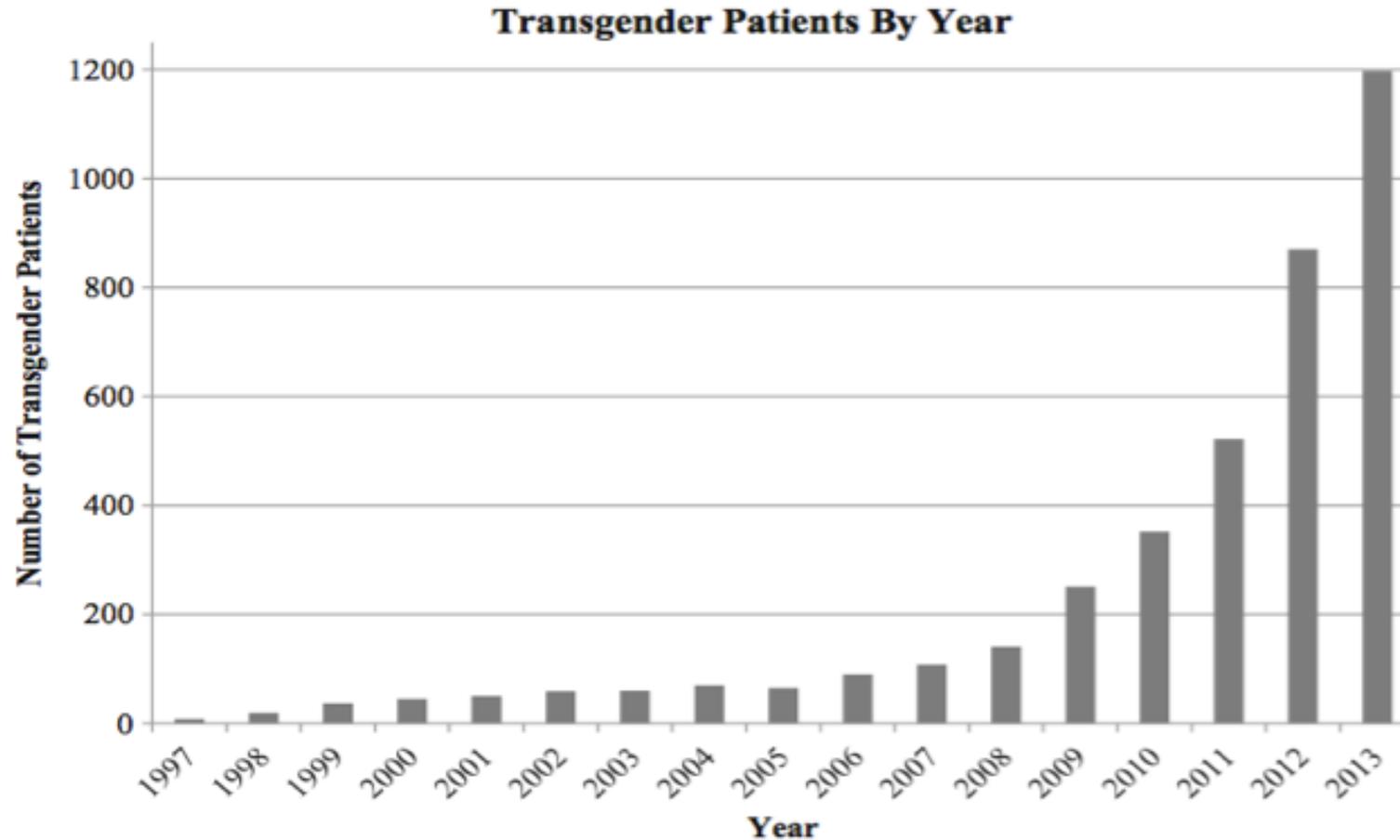


Which of the following is **NOT** a known result of discrimination against LGBT people?

- A. Increased rates of suicide
- B. Decreased rates of psychiatric disorders
- C. Increase rates of substance abuse



# Fenway Clinic in Boston, MA





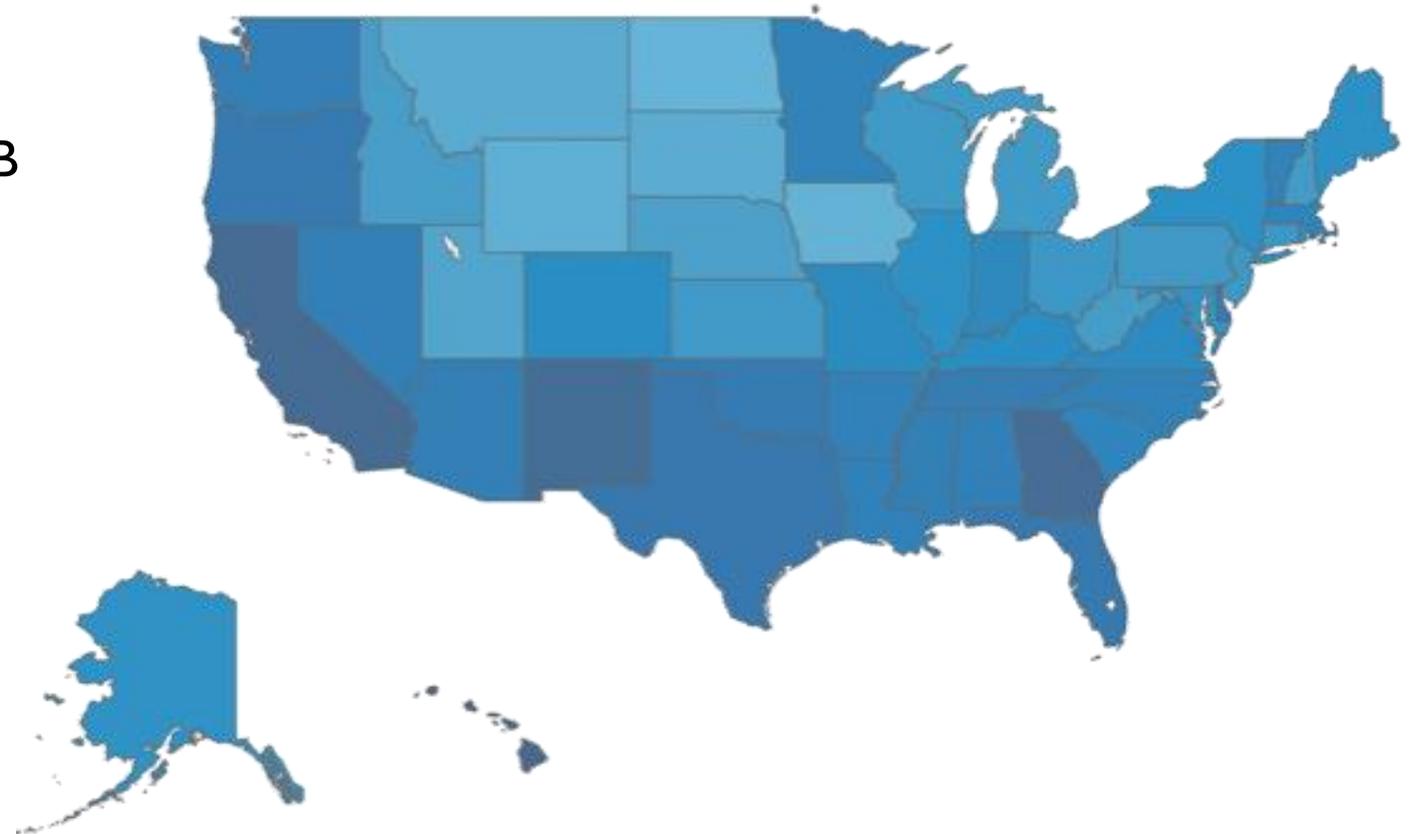
# Prevalence: 2016 Estimates



- **Nationwide**

- ~1,400,000 people identify as TGNB
- 0.58%

Percent of adults identifying as transgender in the U.S.  
0.00%  0.78%





# US Transgender Survey Report:



- Online survey completed by 27,715 transgender people in the US
  - 1 out of 10 who came out experience physical violence by a family member
  - 23% don't engage in medical care due to fear of mistreatment
  - 25% have problems with insurance related to being transgender
  - 30% live in poverty (entire US population: 14%)
  - 41% have attempted suicide in their lifetime (entire US population: 4.6%)
  - 1.4% are HIV+ (entire US population 0.3%)

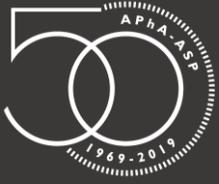


# Definitions



## Gender Minorities

- **Transgender/Gender Diverse**- an umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth
- **Cisgender**- people whose gender identity and/or expression is the same as the sex assigned to them at birth
- **Nonbinary**- a spectrum of gender identities that are not the binary of masculine or feminine



# Terminology



## Redefining Gender

- **Male**

- A person assigned the sex male at birth
- A person assigned the sex female at birth and identifies as male gender; may also be referred to as a transgender male depending on patient preference

- **Female**

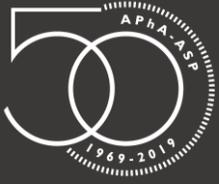
- A person assigned the sex female at birth
- A person assigned the sex male at birth and identifies as female gender; may also be referred to as a transgender female depending on patient preference



# Terminology



- Gender Dysphoria
  - DSM-V diagnosis
  - Discomfort, distress OR functional impairment caused by incongruence between sex assigned at birth and affirmed gender
  
- Common questions
  - Why does this condition require treatment?
  - What if I don't understand being transgender?

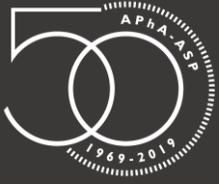


# Terminology



## Coming Out: What does it mean?

- Disclosure of **LGBTQ+** status
- Evolving process over a continuum involving both personal and professional life
- Individuals weigh the benefits of disclosure with the risks/fears
- Can involve an active and/or passive process
- Significance of being “out” varies between members of the **LGBTQ+** community

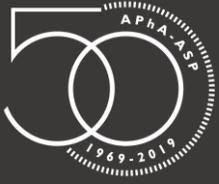


# Terminology



## Coming Out: What are the benefits?

- Eliminates the need to hide, mislead, or pass/blend
- Makes deeper friendships possible
- Breaks down barriers to understanding
- Builds trusting learning/working relationships
- Lets **LGBTQ+** people bring “whole selves” to work
- Increases productivity
- Serve as a model from other **LGBTQ+** colleagues



# Terminology



## Think – Pair – Share

### Gender Pronouns:

- How would you address this patient?
- What pronoun would you use?

FOR John "Miranda" Jones DATE 4-3-17  
ADDRESS \_\_\_\_\_  
REFILL 5 TIMES  
**R<sub>x</sub>**  
Estradiol 2mg tab  
T PO Qday  
DISPENSE AS WRITTEN Dr PRODUCT SELECTION PERMITTED  
DEA NO. \_\_\_\_\_ ADDRESS \_\_\_\_\_  
Reorder Item #6100 Total Pharmacy Supply, Inc. 1-800-878-2822



# Terminology



## Gender Pronouns

- Use pronouns based on patient preference
  - Female: she/her
  - Male: he/him
  - Gender neutral: they/them (can be used as singular)
  - Gender neutral: ze/hir

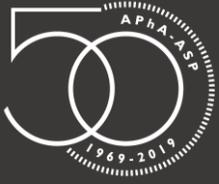


# Gender Dysphoria



## Treatments for Gender Dysphoria:

- Social Transition
- Psychotherapy
- Hormone therapy
- Surgery
- Voice training
- Electrolysis



# Pharmacologic Therapy



- Medication Education
  - Risks and precautions
  - Timelines of physical outcomes
  - Patient's expectations and goals
  - Different formulations
  - **Think outside the box”””**
- Medication Acquisition
  - Helping the team with prior authorizations
  - Identify compounding pharmacies that offer lower priced options



# Addressing Stigma and Lack of Trust



- Create Protective Policies and Procedures
  - Develop language in your non-discrimination policy that specifically addresses gender identity and expression.
  - Have established protocols for when/how to call security/police
  - Provide transgender/GLBT sensitivity training for all staff.
- Respect privacy
  - Do not discuss your transgender patient unless necessary
  - Do not divulge transgender status to anyone without approval
  - Develop/distribute a confidentiality statement to your transgender patients (reinforce who has access to their records, policies on sharing information)

Center of Excellence for Transgender Health. *Creating a safe and welcoming clinic environment*

Lamba Legal. *Creating Equal Access to Quality Health Care for Transgender Patients: Transgender Affirming Hospital Policies.*

Transgender Law Center. *10 Tips for Working with Transgender Patients*

Fenway Institute. *Affirmative Care for Transgender and Gender Non-Conforming People: Best Practices for Front-line Health Care Staff.*



# Addressing Stigma and Lack of Trust



- Respect chosen identity
  - **Ask patients about their preferred name and pronoun.**
  - Design your electronic medical system and/or paper intake forms to capture preferred gender/name
  - If you are unclear about a patient's identity, ask for clarification!
  - Inpatient facilities should allow transgender patients to access personal items that assist gender presentation (clothes, makeup)
  - Ensure patients are placed in the room that matches their chosen gender or provide a private room.
  - Ensure that transgender patients have safe and equal access to restrooms in accordance with their gender identity.



# Pharmacy Practice



## Incorporating **LGBTQ+** Competence into Pharmacy Practice

- Set the tone and provide a safe environment
- Advertise that YOU are ally
- Add pronouns to signature line
- Add a non-discrimination policy in materials
- Add a name/pronoun policy
  - Anyone can go by their preferred name and pronoun



# Resources



- Healthy People 2020 Report on LGBT Health <https://www.healthypeople.gov/2020/topics-objectives/topic/lesbian-gay-bisexual-and-transgender-health>
- Human Rights Campaign: Resources for Healthcare Facilities <https://www.hrc.org/hei/resource-guide>
- Improving the Health Care of LGBT People <https://www.lgbthealtheducation.org/wp-content/uploads/Improving-the-Health-of-LGBT-People.pdf>
- A Resource Guide to Coming Out at Work [https://assets2.hrc.org/files/assets/resources/resource\\_guide\\_april\\_2014.pdf?\\_ga=2.212274131.676299815.1533745367-1048576531.1531337820](https://assets2.hrc.org/files/assets/resources/resource_guide_april_2014.pdf?_ga=2.212274131.676299815.1533745367-1048576531.1531337820)
- World Professional Association for Transgender Health (WPATH.org)
- Fenway National LGBTQ Health Education Center
- UCSF Center of Excellence for Transgender Health

# Questions?

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