The Intersectionality of Reing Black	<u> </u>
The Intersectionality of Being Black and Queer in Oklahoma	
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EXPLORE	
HEALTHCARE SUMMIT	
I have no actual or potential conflicts of interest in relation to this program or presentation.	
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Objectives 1. Define key terms related to sayual orientation and gender identity.	
 Define key terms related to sexual orientation and gender identity including lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual. 	·
Identify specific health disparities faced by the LGBTQ+ community.	
Discuss the impact of social determinants of health on LGBTQ+	
patients.	
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Terms and Definitions Sex vs Gender • Sex: sex is assigned at birth and is either male, female or intersex based on appearance of external gentalia. When external gentalia, hormonal and chromosomal sex). • Intersex: relating to or denoting a person that has both male and female sex organs or other executed chromosomal sex). • Gender: a social construct used to classify a person as a man, woman or some other identity. Sex of the control of the cont		
Terms and Definitions		
Sex; sex is assigned at birth and is either male, female or intersex based on appearance of	•	
considered to assign sex (internal genitalia, hormonal and chromosomal sex). Intersex: relating to or denoting a person that has both male and female sex organs or other		
Gender: a social construct used to classify a person as a man, woman or some other		
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Gender		
Gender identity: a person's internal sense of who they are. An intrinsic feeling of being		
 Gender expression: characteristics of appearance, personality, and behavior that are designated as masculine, leminine or other alternative roles based on the given culture and 	•	
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Gender continued	
 Gender dysphoria: distress that is caused by a discrepancy between a person's gender identity and that person's sex assigned at birth and the associated gender role and/or 	
primary or secondary sex characteristics.	
Cisgender: a gender identity or performance in a gender role that society deems to match	
the person's assigned sex at birth	-
Nonbinary: a gender identity and experience that embraces a full universe of expressions and using a base that expects for a individual provider based of experience that embraces a full universe of expressions.	
and ways of being that resonate for an individual, moving beyond the male/female gender binary	
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Gender continued	
 Transgender: a diverse group of individuals who cross or transcend culturally defined categories of gender. 	
Female-to-Male, FTM, Transman, Transmasculine: adjective to describe individuals	
assigned female at birth who are changing or have changed their body and/or gender role from female assigned at birth to male, a more masculine body or role.	
from lemale assigned at birth to male, a more masculine body or role.	
 Male-to-Female, MTF, Transwoman, Transfeminine: adjective to describe individuals assigned male at birth who are changing or have changed their body and/or gender role 	
from male assigned at birth to female, a more feminine body or role.	
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Gender continued	
 Gender transition: a period when individuals change from the gender role associated with their sex assigned at birth to a different gender role. 	
This involves learning how to live socially in another gender role.	
 For some it means finding a gender role and expression that are most comfortable for them. 	
 This may or may not include feminization or masculinization of the body through hormones or other medical procedures. 	
The nature, duration, and extent of transition are variable and individualized.	
Condex officeration current august to shope	
 Gender affirmation surgery: surgery to change primary and/or secondary sex characteristics to affirm a person's gender identity. 	
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- Orientation: one's attraction or non-attraction to other people; an enduring emotional, romantic sexual or affectional attraction or non-attraction to other people.
- Lesbian: a woman or transwoman whose primary sexual and affectional orientation is toward people of the same gender.
- Gay: a man or transman whose primary sexual and affectional orientation is toward people of the same gender.
- Bisexual: a person whose primary sexual and affectional orientation is toward people of the same and other genders.
- Asexual: a broad spectrum of sexual orientations generally characterized by feeling varying degrees of sexual attraction or desire for partnered sexuality; involves varying levels of sexual attraction – this is separate from emotional or romantic attraction.
- Pansexual: people who have romantic, sexual, or affectional desire for people of all genders and sexes.

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The Flying Gender Unicorn



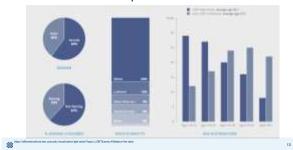
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Oklahoma's Statistics



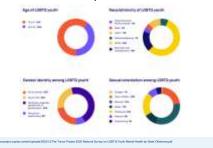
Characteristics of LGBT People in Oklahoma



Characteristics of LGBT People in Oklahoma



Characteristics of LGBT People in Oklahoma





Black Queer Youth - National Statistics	
 74.8% of Black LGBTQ+ youth and 78.2% of Black transgender and gender-expansive youth have experienced racism in the LGBTQ+ community 	
 60.3% of Black LGBTQ+ youth and 64.7% of Black transgender and gender-expansive youth say they are not able to trust white LGBTQ+ people 	
 80.9% of Black LGBTQ+ youth and 83.5% of Black transgender/gender-expansive youth say they have experienced homophobia or transphobia in the Black community 	
 54.1% of Black LGBTQ+ youth and 57% of Black transgender/gender-expansive youth do not feel accepted by other Black people because of their LGBTQ+ identity 	
58.6% of Black LGBTQ+ youth screened positive for depression, and 38.6% of Black LGBTQ+ youth screened positive for anxiety	
46.5% of Black LGBTQ+ youth wanted therapy but could not receive it set to be a set of the se	
Creating an Environment of Inclusivity	
The Basics	
How do you lay the groundwork?	
Introduce yourself with your name/title and preferred pronouns.	
Ask the patient what they preferred to be called and if they have preferred pronouns.	
 Work to create comprehensive policies which prohibit discrimination in the delivery of services to gay, lesbian, bisexual and trans patients and their families. 	
 Work toward ensuring that gay, lesbian, bisexual and transgender employees of all ages are subject to the same terms and conditions of employment, including the same benefits and compensation, as all other employees. 	
Support and encourage visibility of gay, lesbian, bisexual and transgender employees.	



Physical Environment

- LGBTQ+ patients often search for subtle cues in the environment to determine acceptance
 Display inclusive imagery in the office
 Include brochures related to LGBTQ health concerns
- concerns

 Post a nondiscrimination statement which includes language related to sexual orientation and gender identity

 Design an effective policy related to addressing bias patients might encounter. As part of this policy, develop a way for patients to report bias they may have expended. Focal cases battless where they are visible to patients and state.



Example of nondiscrimination statement

This office appreciates the diversity of human beings and does not discriminate based on race, age, religion, ability, marital status, sexual orientation, sex or gender identity. AMAS

Registration

Clinical environments should develop and implement or revise existing intake and assessment procedures to ensure that they meet the needs of gay, lesbian, bisexual and transgender patients of all ages and their families.

Intake and Rooming

- On the intake form:
- Ask about sex assigned at birth, gender identity and sexual orientation
- Ask about the patient's preferred name and pronouns
- Front office staff should ask the patient what they prefer to be called and address the patient as such.
- It may be good practice to use they/them pronouns until the patient's pronouns are established
- This preference should be communicated to the pursing staff that are responsible for

rooming the patient.	1010 101



gistration Ensure that all staff use, and all written forms and	policies employ, culturally appropriate language		
when interacting with gay, lesbian, bisex	ual or trans patients and their families.		
Client Registration 700	month into Rene used:		
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White forming completion is control of process, above, transport control contr	Base & or Liverse & of Suprimery		
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vice Planning and Delivery			
All direct care staff shall routinely provide general ca	are to gay, lesbian, bisexual and transgender clients.		
aff Training			
Many organizations provide training to	Staff should have a basic familiarity with gay, lesbian, bisexual and trans issues as they pertain to services provided by the clinic.		
various levels of medical providers from physicians to nursing staff to front office staff. This training is considered LGBTQ+ Best			
Practice certification https://healthlgbt.org/education-	 All direct care staff should be competent to identify and address, within the scope of their field of expertise, specific health problems and treatment issues for gay, lesbian, bisexual and 		
training/lgbthealthcert/ Includes Transgender Health, Racial and	treatment issues for gay, lesbian, bisexual and trans patients and their families, to provide treatment accordingly, and to provide appropriate referrals when necessary.		
Ethnic Minority Health, Gay-Bisexual Men's Health and LBTQ Women's Health training modules.	Case management and treatment plans should include and address sexual orientation and gender identity where it is a necessary and properties.		
The clinical staff is often the first intera	арргорпате.	l	
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cial Determinants of Health			
Utilize available screening tools to evaluate s	social determinants that affect your patients.		
Many EMRs have built in screening tools.	Ensure the tool you use includes:		
Utilize what is available to you.	Financial resource strain Housing instability		
management services available o Grant programs	 Transportation needs Food insecurity		
Insurance companies State funded programs	 Access to utilities 		
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Resource Database for Oklahoma			
Standard Distribution	Bankers (Mishamus		
HeartLin	241		
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Inclusive Sexual History			
Ensure you are using inclusive languag			
Preferences Stablish preferred name and pronouns Partners O Establish gender of partner(s) O Number of partners o if partners have other partners Practices Determine the different types of sexual contact your patient has Penetrative, Anal, Oral, Manual Alcohol and drug use Transactional sex	Protection Use of all forms of protection Decision making regarding protection use Patient's perception of risk History of STI and STI testing Discuss any applicable risk reduction strategies based on answers		
There are many aspects of sexual practices which are	often missed by the standard history questions.		
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"A person's identity isn't ju ethnicity, gender, sexuality nationality, or even locatic combination of these thin, world, you aren't just on every side in totality, and differently by the people a the situations you're in.	y, religion, class, ability, on in the world, but the gs and more. Out in the e side of yourself, but every side is perceived round you, shifting with		
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Resources

- https://www.lgbtmap.org/equality-maps/profile_state/OK
 https://www.hetrevorproject.org/wp-content/uploads/2022/12/The-Trevor-Project-2022-National-Survey-on-LGBTO-Youth-Mental-health-by-State-Oklahoma.pdf
- https://hrc-prod-requests.s3-us-west-2.amazonaws.com/2024-Black-LGBTO-Youth-Report.cleaned.pdf
 https://211eok.org/211-oklahoma/
- A guide to takin a sexual health history. Cdc.gov/std/treatment/sexualhistory.pdf
- Taking an Accurate Sexual History -Sample Script AAFP. www.aafp.org > dam > patient_care > sti > hops19-sti-script
- https://www.healthypeople.gov/2020/topics -objectives/topic/social-determinants-of-health
- https://www.ama-assn.org/delivering-care/opoulation-care/creating-lpbtg-friendly-practice https://www.lpbtgiahealtheducation.org/wp-content/uploads/Creating-an-inclusive-Health-Gare-Environment.pdf
- http://www.glma.org/_data/n_0001/resourc_es/live/Welcoming%20Environment.pdf
- https://fenwayhealth.org/wp-content/uploads/FenwayRegistrationForm. pdf
- Fenway Health. Taking an Affirming Sexual History. 2019



