

The Intersectionality of Being Black and Queer in Oklahoma

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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 sexual orientation and gender identity including lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual.
2. Identify specific health disparities faced by the LGBTQ+ community.
3. 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 genitalia. When external genitalia are ambiguous other components of sex are 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 sexual characteristics.
- Gender: a social construct used to classify a person as a man, woman or some other identity



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Gender

- Gender identity: a person's internal sense of who they are. An intrinsic feeling of being male, female or another gender.
- Gender expression: characteristics of appearance, personality, and behavior that are designated as masculine, feminine or other alternative roles based on the given culture and historical period. (i.e. genderqueer, transgender)
- Gender nonconforming: individuals whose gender identity, role or expression differs from the norm of their assigned sex given the culture and historical period.
- Genderqueer: label which may be used by individuals whose gender identity does not conform to a binary understanding of gender.
- Genderfluid: a person whose gender identification and presentation shifts, whether within or outside of societal, gender-based expectations



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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 ways of being that resonate for an individual, moving beyond the male/female gender binary

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.
- 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.

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.
- Gender affirmation surgery: surgery to change primary and/or secondary sex characteristics to affirm a person's gender identity.



Orientation

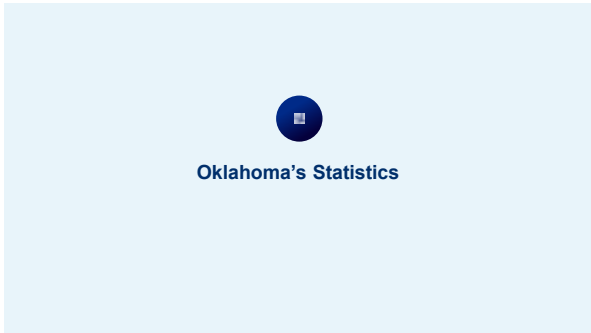
- Orientation: one's attraction or non-attraction to other people; an enduring emotional, romantic sexual or affectional attraction or non-attraction to other people.
- Lesbian: a woman or transwoman whose primary sexual and affectional orientation is toward people of the same gender.
- Gay: a man or 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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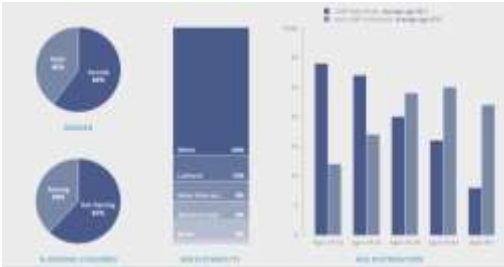
The Flying Gender Unicorn



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Characteristics of LGBT People in Oklahoma



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Characteristics of LGBT People in Oklahoma



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Characteristics of LGBT People in Oklahoma



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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
- 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 experienced. Post these policies where they are visible to patients and staff.





Example of nondiscrimination statement





Registration

Intake and Rooming

- 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.
- 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 nursing staff that are responsible for rooming the patient.



Registration

Ensure that all staff use, and all written forms and policies employ, culturally appropriate language when interacting with gay, lesbian, bisexual or trans patients and their families.

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Service Planning and Delivery

All direct care staff shall routinely provide general care to gay, lesbian, bisexual and transgender clients.

Staff Training

- Many organizations provide training to 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-training/lgbthealthcert/>
- Includes Transgender Health, Racial and Ethnic Minority Health, Gay-Bisexual Men's Health and LBTQ Women's Health training modules.
- Staff should have a basic familiarity with gay, lesbian, bisexual and trans issues as they pertain to services provided by the clinic.
- 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 trans patients and their families, to provide treatment accordingly, and to provide appropriate referrals when necessary.
- Case management and treatment plans should include and address sexual orientation and gender identity where it is a necessary and appropriate.

The clinical staff is often the first interaction patients have with your practice.

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Social Determinants of Health

Utilize available screening tools to evaluate social determinants that affect your patients.

- Many EMRs have built in screening tools.
- Utilize what is available to you.
- Familiarize yourself with case management services available
 - Grant programs
 - Insurance companies
 - State funded programs
- Ensure the tool you use includes:
 - Financial resource strain
 - Housing instability
 - Transportation needs
 - Food insecurity
 - Access to utilities

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Resources

- https://www.lgbtmap.org/equality-maps/profile_state/OK
- <https://www.thetrevorproject.org/wp-content/uploads/2022/12/The-Trevor-Project-2022-National-Survey-on-LGBTQ-Youth-Mental-Health-by-State-Oklahoma.pdf>
- <https://hrc-prod-requests.s3-us-west-2.amazonaws.com/2024-Black-LGBTQ-Youth-Report.cleaned.pdf>
- <https://211eok.org/211-oklahoma/>
- A guide to take 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/population-care/creating-lgbtq-friendly-practice>
- <https://www.lgbtqihealtheducation.org/wp-content/uploads/Creating-an-Inclusive-Health-Care-Environment.pdf>
- http://www.gima.org/data/n_0001/resources/live/Welcoming%20Environment.pdf
- <https://fenwayhealth.org/wp-content/uploads/FenwayRegistrationForm.pdf>
- Fenway Health. Taking an Affirming Sexual History. 2019





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